

Evangel University
Adult & Graduate Studies:
James River Leadership College

Academic Programs Review

Fall, 2016

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I. INTRODUCTION

Evangel University is a comprehensive Christian university committed to excellence in educating and equipping students to become Spirit-empowered servants of God who impact the Church and society globally. Evangel confers associate, baccalaureate, masters and doctoral degrees. It is accredited by The Higher Learning Commission and holds specialized, program accreditation by the Commission on Accreditation of Athletic Training Education, the Council for the Accreditation of Educator Preparation, the National Association of Schools of Music, and the Commission on Accreditation, Council on Social Work Education. It is a candidate for accreditation with Accreditation Council for Business Schools and Programs, and is endorsed by the Assemblies of God Commission of Higher Education.

II. PROGRAM MISSION, STRATEGY AND OBJECTIVES

The mission of James River Leadership Campus is to champion the cause of the local church by inspiring, training, and empowering a generation of young leaders.

The degree is designed to engage students in an academic and practical approach as leaders in training for vocational ministry and ministering in their vocation. JRLC challenges students to live a life of faith with an abundance mentality and to partner with God for the miraculous.

A. Knowledge Outcomes

By participating in and completing the course requirements outlined, students should be able to demonstrate a knowledge and understanding of:

1. Personal strengths and passion and their contribution to their own personal mission that integrates life-calling, work and leadership
2. Servant-leadership and how it is demonstrated through the life of a leader
3. Environmental scanning and its value for leaders
4. Traits, skills, and style of effective leaders
5. Effective use of teams
6. Effective leadership to produce change

B. Character Outcomes

By participating in and completing the course requirements outlined, students should develop a belief in, value of, and commitment to:

1. Character formation as people called to Christ-centered leadership and a life of purpose
2. Respect for individuality and diversity of others
3. Humility in developing a life of service
4. Ethical and wise decisions
5. Effective use of emotion and sensitivity to the emotions of others
6. Learning and leadership development

C. Skill Outcomes

By participating in and completing the course requirements outlined, students should develop competencies in:

1. Developing plans to accomplish personal and organizational goals
2. Engaging in appropriate environmental scanning to identify opportunities and challenges for leadership
3. Applying situational leadership principles in working with people
4. Communication to professionally create targeted and meaningful messages that convey direction, encouragement, and feedback to team members and the community
5. Problem solving by identifying root causes and making strategic decisions to address them
6. Managing change within a group or organization

III. PROGRAM DESCRIPTIONS AND CAPACITY

- a) Program of Study – Students enrolled in the James River Leadership College earn an Associate’s Degree in Leadership.

The AA in Leadership prepares graduates to lead in both ministry and vocation, with an understanding of their own personal leadership and a knowledge about leadership effectiveness, displaying the characteristics of Christ-like leaders, and applying effective leadership principles in a variety of situations.

Degree Program Outcomes, Curriculum Maps and Degree Plans are provided in Appendixes B and C.

- b) Faculty – The James River Leadership Program houses no full-time faculty members. Currently there are 15 faculty teaching in the program, either full-time or adjunct from various departments on campus. Vitae for active faculty are attached in Appendix A.

2016-2017 Faculty	Academic Department
Hona Amer	Business Department
Sandy Friesen	Theology & Church Ministries
Joshua Hackworth	JRLC
James Hawkins	Humanities
Krystina Hill	Behavioral & Social Science
Daniel Hubert	Behavioral & Social Science
Brian Kelly	Behavioral & Social Science
Julie Mayne	Natural & Applied Sciences
Mike McCrary	Theology & Church Ministries
Brian Moody	Theology & Church Ministries
Jeffery Nelson	Theology & Church Ministries
Ashli O’Connell	Humanities
Duane Praschan	Business

Gregory Randall	JRLC
Mark Wootton	Theology & Church Ministries

- c) Enrollment History—Leadership enrollment has largely tracked with overall University enrollment percentages.

JRLC	2011	2012	2013	2014	2015
AA Leadership	116	130	114	83	88
EU Traditional Undergraduate Total	1547	1530	1746	1486	1445
JRLC Percent of EU TUG Total	13%	12%	15%	17%	16%

- d) Graduates – James River Leadership Program has produced a total of 158 graduates since 2012. In addition to these numbers, a total of 24 students over the course of these years have attended the 4 semester program but not completed graduation requirements. 3 of those students transitioned to EU to complete their bachelor’s degrees.

JRLC Graduates by Year				
2012	2013	2014	2015	2016
23	39	38	31	27

- e) Graduate Placement – The following analysis of JRLC students graduating with Associate’s Degrees in the winter 2015 through spring 2016 demonstrates an 88% placement rate within six months of graduation. 54% continued to higher education, pursuing bachelor’s degrees in traditional or adult studies programs at EU. 46% obtained employment (half of those in ministry-related positions). Three graduates could not be located.

2015-2016 Graduate Follow Up					
Last Name	First Name	Grad Date	Major	Continued Ed	Employer
Stearman (Defibaugh)	Emily	12/15/2015	Leadership		Teen Challenge Oklahoma
Storz	Randy	12/15/2015	Leadership	EU-Adult Studies	American National Insurance

Last Name	First Name	Grad Date	Major	Continued Ed	Employer
Anderson	Brandon	5/6/2016	Leadership	EU-Adult Studies	James River Church, Spfld, MO
Ball	Trevor	5/6/2016	Leadership	EU-TUG	
Christian (Holland)	Jessica	5/6/2016	Leadership		Nanny
Davis	Mikayla	5/6/2016	Leadership		Morningside AG, Sioux City, Iowa
Dorsey	Colin	5/6/2016	Leadership	EU-Adult Studies	
Earll	Katelyn	5/6/2016	Leadership		Unknown
Elliott	Chad	5/6/2016	Leadership	EU-Adult Studies	
Franz	Natalie	5/6/2016	Leadership		James River Church, Spfld, MO
Gibbs	Tyler	5/6/2016	Leadership	EU-TUG	
Gilligan	Clayton	5/6/2016	Leadership		Freelance Photographer/Videographer, Ohio
Gomez	Natalie	5/6/2016	Leadership	EU-TUG	
Guzman	John	5/6/2016	Leadership	EU-TUG	
Hall	E'Lise	5/6/2016	Leadership	EU-Adult Studies	
Holland	Benjamin	5/6/2016	Leadership		James River Church, Spfld, MO
Lett	Tiffany	5/6/2016	Leadership		Walmart
Martin	Nicolas	5/6/2016	Leadership	EU-Adult Studies	
Martinez	Arianna	5/6/2016	Leadership		Freelance Graphic Designer, MA
Miller	Samantha	5/6/2016	Leadership	EU-TUG	
Sanz	Larissa	5/6/2016	Leadership	EU-TUG	
Shaw	Hunter	5/6/2016	Leadership		Unknown
Sherwood	Andrea	5/6/2016	Leadership	EU-TUG	
Short	Megan	5/6/2016	Leadership		Unknown
Spaulding	Ryan	5/6/2016	Leadership		Hilton Garden Inn (LA)
Stabalito	Kristen	5/6/2016	Leadership	EU-Adult Studies	James River Church, Spfld, MO

f. Instructional Resources/Facilities:

Facilities, labs, computers, library, other resources – James River Leadership Campus [JRLC] is located at 6100 North 19th Street, Ozark, Missouri, approximately 13 miles south of the main campus of Evangel University (EU). JRLC is specifically located on the 53-acre campus of the James River Church at the address listed above. Two buildings encompassing 370,302 ft. are located on the site.

Type of Equipment (office or student)	#	Adequate? Yes/No	Need	Cost
Staff offices– equipped with telephones, computers and appropriate software	7	Yes		
Marketing office – student work spaces	4	Yes		
Printers – high speed laser and color laser – faculty are connected to all of them	3	Yes		
High speed printer/copier	2	Yes		
Type of Equipment (office or student)	#	Adequate? Yes/No	Need	Cost
Classrooms	6	Yes		
Library – computers for student use (also includes office space with computer & printer)	5			
Computer lab for students– 40 computer stations (20 each lab), printers (2)	2	Yes		

g. Oversight of Additional Location

The Adult & Graduate Studies Department provides oversight for the James River Leadership Campus, with curricular oversight provided by the Director of Leadership programs at Evangel. The directors of JRLC and the Adult & Graduate Studies Department meet monthly to discuss progress and concerns. The Adult & Graduate Studies office provides a staff member who serves as a liaison to the JRLC program for troubleshooting staff, faculty and student issues. Members of other campus departments, including enrollment and student financial services, provide regular training at the JRLC site.

IV. ASSESSMENT DATA

JRLC students participate in a practicum experience each semester for which they are enrolled. These practicums are offered in a variety of areas within the church and provide students with practical experience to assist in their growth as a leader. To help EU and JRLC assess growth of each student and the value of the practicum experience, assessment tools are completed by each student (Student Practicum Site Evaluation) and the Practicum Supervisor (Practicum Student Evaluation) (see Appendix D). 2015-2016 was the first academic year these assessment tools were in use. Results for the Student Practicum Site Evaluation are included below, divided by fall and spring semesters.

JRLC Fall 2015 Practicum Experience Evaluation

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Item 1	81	1	5	4.10	.889
Item 2	81	2	5	4.20	.797
Item 3	81	1	5	3.86	1.046
Item 4	81	1	5	3.48	1.174
Item 5	81	1	5	4.22	.922
Item 6	81	1	5	3.90	1.056
Item 7	81	1	5	3.89	1.129
Item 8	81	2	5	4.51	.673
Item 9	81	2	5	4.35	.883
Item 10	81	1	5	3.86	1.046
Item 11	80	1	5	3.50	1.147
Beneficial	81	22.00	55.00	43.8272	7.83069
Valid N (listwise)	80				

As indicated on the assessment, the items above represent the following: Please indicate how beneficial your practicum experience was to your development as a leader.

1. Growth in ministry leadership [item1]
2. Understanding of church ministries [item2]
3. Awareness of personal strengths [item3]
4. Awareness of spiritual gifts [item4]
5. Ability to work with a team [item5]
6. Personal discipline [item6]
7. Problem-solving [item7]
8. Servant-leadership [item8]
9. Submission to leadership [item9]
10. Direction for ministry [item10]
11. Integration of coursework with practicum [item11]

JRLC Spring 2016 Practicum Experience Evaluation

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Item1	76	1	5	4.26	.915
Item2	76	1	5	4.25	.968
Item3	76	1	5	4.18	.962
Item4	76	1	5	3.84	1.144
Item5	76	1	5	4.32	1.009
Item6	76	1	5	4.00	1.166
Item7	76	1	5	4.08	1.017
Item8	76	1	5	4.58	.788
Item9	76	1	5	4.42	.942
Item10	76	2	5	4.12	.979
Item11	76	1	5	3.42	1.349
Beneficial	76	15.00	55.00	45.4737	8.24859
Valid N (listwise)	76				

Of particular interest in the data analysis of the fall 2015 and spring 2016 practicums are the two lowest scores (items 4 and 11), representing awareness of spiritual gifts and integration of coursework with practicum. Items 8 and 9 garnered strong responses from students, with the highest scores. These represented the practicum's influence over a student's leadership development in the areas of servant leadership and submission to leadership. Further analysis between first and second year students within each semester indicated no significant difference in responses.

While the Student Practicum Site Evaluation is completed through EU's LMS by the student, the Practicum Student Evaluation is completed by hand by the practicum supervisor. Data retrieval has been difficult for this evaluation, as paper copies of the evaluations were destroyed after final student grades had been entered. Efforts are being made to determine a feasible way for practicum supervisors to complete evaluation of students online through the LMS so that data can be stored and retrieved more easily.

To assess the student learning within the practicums during the 2015-2016 school year, the final evaluation scores were analyzed and an interview conducted with the practicum instructor. For analysis purposes, grades were adjusted to a 10 point scale. In the fall of 2015, the average student evaluation score was 9. Of the 84 students who participated in the practicum, 30 earned a perfect score, indicating there was no room for improvement in the student performance in all 10 areas assessed. One student earned a 0 on the evaluation. In the spring of 2016, the average score for student evaluations was again a 9. Of the 82 students who participated in the practicum, 45 students earned a perfect score (10) on the practicum evaluation, indicating there was no room for improvement in the student performance in all 10 areas assessed. Eight students earned a 0 on the evaluation.

These perfect and near perfect scores raise questions about whether the assessment is doing what we expected it to do or whether there needs to be supervisor training for those conducting the evaluation on student performance. The number of 0's on the practicum evaluation, especially in the second term indicate a need for further investigation into student/practicum concerns, as this number has contributed to part of the 13% non-complete rate.

Fall 2015 Practicum Student Evaluation Scores

<i>Score</i>	<i>f</i>	<i>%</i>
10	30	35%
9	24	28%
8	14	16%
7	9	11%
6	3	4%
5	3	4%
4	1	1%
3	0	0%
2	0	0%
1	0	0%
0	1	1%
Total	85	100.0%

Spring 2016 Practicum Student Evaluation Scores

<i>Score</i>	<i>f</i>	<i>%</i>
10	45	54.9%
9	17	20.7%
8	11	13.4%
7	0	0.0%
6	0	0.0%
5	0	0.0%

4	1	1.2%
3	0	0.0%
2	0	0.0%
1	0	0.0%
0	8	9.8%
Total	82	100.0%

V. PEER INSTITUTIONS/BENCHMARKING

Peer/Competitor Institutions – JRLC identified the following nine schools/leadership programs, some associated with other AG schools such as Southeastern University and Southwestern Assemblies of God University as peer/competitor institutions.

Institution	Competing Degree Programs	# Cr Req	Tuition
JRLC (EU)	AA in Leadership	61	\$7430/semester (12-18 hours)
Atlanta Leadership College	AA in General Ministries	60-62	\$4,840/semester
Celebration Orlando	AA, then BA option with SEU	60-124	\$275/cr. hr. + \$750/sem
Dream City Leadership	AA/BS	60-62	\$275/cr. hr.
Free Chapel	AA in General Studies	60-62	\$9,000/semester
Kingsgate College	AA in Ministerial Leadership	60	\$9,320/year
Meadowbrook College (SEU)	Associates in Ministerial Leadership BS Ministerial Leadership	60-124	\$4,660/semester
Highlands (Point University)	AA in Christian Ministries BS in Christian Ministries	60-124	\$395/cr. hr. \$2750/semester
Lifepoint Leadership College	Associates in Ministerial Leadership	60	\$600/semester
The Oaks School of Leadership(SAGU)	B.A in Church Leadership (4+1 option to get BA & MOL)	126	\$9450/semester (12-15 credits)

VI. STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS

The SWOT analysis examines the four critical elements of JRLC's environment. The strengths provide an analysis of JRLC's advantages over competitors; weaknesses help identify areas in which our competitors may have a competitive advantage over us. Opportunities give insight into untapped markets or programs; threats help to acknowledge the external environment that could affect the university, including technological and regulatory factors.

Leadership Program SWOT Analysis – 2016

<p style="text-align: center;">STRENGTHS</p> <ul style="list-style-type: none"> • Leadership Coursework • Practical Experience (practicums) • Relationship with EU/Accredited program • Access to JRLC pastors/staff • Facilities/resources of large church • Housing (apartment style) • 4 day course schedule • In house meal plan (not standard for peer programs) • Seated classes (not standard for peer programs) • Travel/ministry opportunities • Placement of graduates (88% to HE or employment) • Community ministry and social/family environment • Chapel experience (student led) • Spiritual Formation/Mentoring • Participation/Facilitation in largest Men's/Women's conferences in U.S. • Access to world renowned ministers of the gospel 	<p style="text-align: center;">WEAKNESSES</p> <ul style="list-style-type: none"> • Lack of budget/funds • Lack of scholarships • Limited course offering • No admission counselor • Lack of communication/understanding between depts. (EU/JRLC) and resource sharing • Lack of student success initiatives (tutoring/career services/acad. Support) • Longevity of employees • Dual responsibility of directors • Faculty load/availability for classes • Current RA structure • 13% non-completer rate over period 2012 – 2016 • Unclear path to BS/BA at EU
<p style="text-align: center;">OPPORTUNITIES</p> <ul style="list-style-type: none"> • Marketing/marketing plan (development/revision/relevance/web, social media) • Training – JRLC/EU (systems/RD/RA) • Partnerships with district youth officials, district councils, missionaries, National Youth Office (STL), youth pastors • North Campus - student leadership opportunities • Education – focus and plan - stronger connection • Practicum experience – individual internships • Greater alumni connection (housing, marketing, transition to EU) • Fundraising 	<p style="text-align: center;">THREATS</p> <ul style="list-style-type: none"> • Student transfers of 15+ hours • Decreased enrollment • Increased competition (similar programs) • Parents making cost decisions

VII. FINDINGS/RECOMMENDATIONS

Based on the review of feedback and program SWOT analysis, the following findings have been identified.

FINDINGS
Need to increase number and variety of general education courses offered.
Need to increase pool of adjunct faculty to combat faculty load/availability issues on main campus.
Student success initiatives should be improved for JRLC population and/or expanded with program specific outreach.
Need to develop greater communication and resource sharing between EU & JRLC.
Open positions at JRLC need to be filled.
Dual roles of directors at JRLC create challenges to operations and focus on growth.
13% of students from 2012-2016 did not complete their degree, having not successfully completed coursework in their last term.
The current RA's are second year students, which presents challenges in oversight/leadership/workload.
There is an unclear path to the BS/BA at EU.
JRLC needs to explore options for funding/scholarships.

VIII. ACTION PLAN

ACTION PLAN		
ACTION STEP	OWNER	TARGET DATE
Secure list of Gen Ed courses from each dept for rotating schedule	Lisa Tyson	March, 2017
Recruit/Compile list of JRLC adjunct faculty	Lisa Tyson	March, 2017
Develop Student Success initiatives/plan for JRLC	Stephen Houseknecht	
Develop annual training schedule for JRLC staff	Lisa Tyson/Christine Battaglia	June, 2017
Develop communication plan for JRLC staff	Lisa Tyson/Christine Battaglia	June, 2017
Develop/nurture partnerships for fund development	Josh Hackworth	February, 2017
Explore options for directors who have dual roles	Josh Hackworth	March, 2017
Secure open JRLC positions	Josh Hackworth	Dec, 2016
Create & publicize clearer path to BA/BS at EU	Lisa Tyson/Josh Hackworth	April, 2017
Develop persistence plan for 2 nd year students	Lisa Tyson/Josh Hackworth	May, 2017

Appendix A

FACULTY VITAE

Hona Amer

1901 E. Greenwich Dr.

Ozark, Missouri 65721

417-861-3010

honaamer@gmail.com

PROFESSIONAL EXPERIENCE OVERVIEW

Cultivating human resource development through education, training, and experiential learning.

Promoting entrepreneurial practices within organizations, increasing employee productivity, and implementing strategic planning for increased performance. With strong communication skills and an ability to relate to people, my experience has included:

- Experience public speaking and small group facilitation
- University teaching experience in traditional undergraduate programs, adult studies programs, and online programs
- Writing and developing curriculum for courses
- Over ten years of experience in the radio and media industry
- Work experiences including client brand management, project management, and strategy development
- Developing training resources for organizations
- Writing and publishing a book

EDUCATION

Doctor of Philosophy in Education Expected Graduation August 2017

Occupational & Technical Studies (Work Force Development) GPA: 4.0

Old Dominion University, Norfolk, Virginia

Emphasis: Human Resource Training

Focus: Human Performance Improvement

Current Research Interests: Entrepreneurship, Human Resource Development, Leadership, and Strategy

Current Research Project: Leadership Styles of Entrepreneurs

Master of Business Administration December 2009

Missouri State University, Springfield, Missouri GPA: 3.73

Bachelor of Business Administration December 2007

Evangel University, Springfield, Missouri GPA: 3.868

Magna Cum Laude

Major: Management Minor: Communication Studies

Hona Amer Page 2

PROFESSIONAL EXPERIENCE

Consultant/Owner, January 2010 to Present

The H Group, Springfield, Missouri

- Advertising: Advertising placement for businesses through traditional media and consulting; create campaigns for radio, TV, and billboard exposure, and designing and implementing mass mailings to potential clients
- Marketing: Market businesses and brands through social media marketing including Facebook and Twitter and create strategic marketing campaigns, and develop video resources for client
- Project Management: Communicate with clients to assess their needs, manage projects to develop a business or individual's branding, coordinate and develop website to reflect client's needs, and business plan consulting
- Experience: 10+ years of radio and media experience and speaking to large and small audiences
- Write press releases and articles for practitioner publications

Marketing and Special Projects Coordinator, January 2008 to December 2009

Vision Media Group, Springfield, Missouri

- Addressed need for a comprehensive, strategic plan to systematize and streamline all business processes by creating an overall systems and operating manual, comprised of detailed instructions for implementation by all departments in the business.
- Implemented strategic direct marketing mailing campaigns to build strong customer relationships with current and potential customers, including creating a database of top customers of a local sign company, both for direct mail and email marketing.
- Designed and printed postcards and various marketing materials to maintain close customer contact with the intention of increasing sales.
- Purchased lists from various business categories to develop a niche marketing approach.
- Created promotional materials to develop prospects for outside sales force.

ACADEMIC EXPERIENCE

Evangel University, Springfield, Missouri

Adjunct Professor, August 2011 to Present

Facilitate classroom learning in the areas of finance, marketing, economics, entrepreneurship and business communication, as well as develop curriculum to incorporate literature, lecture, and interactive teaching methods for seated and online courses

- Served on a curriculum development team with three other professors to strategically develop a consistent curriculum for the Personal Finance courses as we performed an in-depth examination of the activities, assignments, and assessments to develop consistency among multiple sections of the course.
- Contributed to a campaign to increase Business Department endowed scholarships by \$1 million by lending my expertise in marketing to assist with the mailing materials, as well as exploring the possibility of developing a separate online giving pledge form.
- Assisted a student team in developing a business plan for a University sponsored art gallery.
- Co-recipient of Acton Institute's mini-grant for development of entrepreneurship course (\$5,000) for innovative curriculum development including student attendance at the 1 Million Cups events sponsored by the Kauffman Foundation.
- Curriculum development and creation of online courses offered through distance education programs.

Central Bible College, Springfield, Missouri

Adjunct Professor, January 2011 to May 2013

Facilitated classroom learning in the areas of media management and law, non-profit business finance, and personal finance, as well as developed curriculum to incorporate literature and lecture teaching methods

University of Phoenix, Springfield, Missouri

Adjunct Professor, March 2012 to December 2012

Facilitated classroom learning in the areas of business and communications and focused class and curriculum to a non-traditional undergraduate student

TEACHING EXPERIENCE

EVANGEL UNIVERSITY COURSES:

- *Business Communication* (Business Foundation 275, Fall 2016)
- *Personal Finance* (2 sections, Finance 138, Fall 2016)
- *Excel Spreadsheets* (Management 239, Online Course, Summer 2016)
- *Business Communication* (Business Foundation 275, Spring 2016)
- *Principles of Marketing* (Marketing 239, Spring 2016)
- *Managerial Economics* (Economics 331, Online Course, Spring 2016)
- *Business Communication* (Business Foundation 275, Fall 2015)
- *Personal Finance* (2 sections, Finance 138, Fall 2015)
- *Human Resource Management* (Management 343, Online Course, Summer 2015)
- *Entrepreneurship* (Marketing 299, Summer 2015)
- *Business Communication* (Business Foundation 275, Spring 2015)
- *Principles of Marketing* (Marketing 239, Spring 2015)
- *Entrepreneurship in the Marketplace* (Marketing 299, Spring 2015)
- *Business Communication* (Business Foundation 275, Fall 2014)
- *Personal Finance* (2 sections, Finance 138, Fall 2014)
- *Business Communication* (Business Foundation 275, Spring 2014)
- *Managerial Economics* (Economics 331, Online Course, Spring 2014)
- *Business Communication* (Business Foundation 275, Fall 2013)
- *Personal Finance* (3 sections, Finance 138, Fall 2013)
- *Managerial Economics* (Economics 331, Online Course, Fall 2013)

- *Business Communication* (Business Foundation 275, Spring 2013)
- *Principles of Marketing* (Marketing 239, Spring 2013)
- *Business Communication* (Business Foundation 275, Fall 2012)
- *Personal Finance* (2 sections, Finance 138, Fall 2012)
- *Business Communication* (Business Foundation 275, Spring 2012)
- *Personal Finance* (2 sections, Finance 138, Fall 2011)

CENTRAL BIBLE COLLEGE COURSES:

- *Personal and Nonprofit/Church Finance* (Spring 2013)
- *Pastor as Financial Officer* (Spring 2013)
- *Media Management and Law* (Communications 472, Spring 2012)
- *Personal and Nonprofit/Church Finance* (Spring 2012)
- *Personal and Nonprofit/Church Finance* (Fall 2011)
- *Media Management and Law* (Communications 472, Spring 2011)

UNIVERSITY OF PHOENIX COURSE:

- *Media Influences on American Culture* (2012)

ADDITIONAL TRAINING/ CERTIFICATIONS

Online- Hybrid Instructor Certification (Evangel University)

New Faculty Certification Course (University of Phoenix)

PUBLICATIONS

Amer, H. (under review). Media review of Learning Leadership: The five fundamentals of becoming an exemplary leader. *Human Resource Development Quarterly*.

Amer, H. (in progress). The dynamics and impact of collaborative workspaces on entrepreneurial productivity and business growth.

Amer, H (in progress). Leading learning organizations: Trends in corporate education and its impact on performance.

Book

Smart Work U: Get Your Degree the Smart Way— Save Time and Money. LifeNotes Press. 2011.

This book helps high school students, college students, and parents navigate through college debt free.

Video training materials developed by Hona Amer accompany it.

Peer Reviewed Journal Article

Sultana, S., Amer, H., Johnson, R., Soderlund, T., & Draper, D. (2015). Acme Portable Motion Projector: Wile E. Coyote's learning device?. *Techtrends: Linking Research & Practice To Improve Learning*, 59(3), 15-16. doi:10.1007/s11528-015-0848-8

Technical Report

Scott, W. (Ed.), Amer, H., Brown, B., Delpino, C., Eagle, K., Forgey, S., Guynn, R., Hendrix, S., Incorminias, L., Magana, S., Mott, C., Poindexter, E., Richards, E., Robinson-Taylor, O., Sultana, S., & Whiteman, V. (2014) Technological literacy in history and social sciences standards of learning (Technical Report No. 1). Old Dominion University.

Training Resources

- New Hire Training Program for SRC Logistics, Springfield, Missouri
- Playground Safety and Supervision Training Course for Children's Learning and Research Center at Old Dominion University, Norfolk, Virginia

Articles

Freelance Writer

Lifestyle Magazine in Springfield, Missouri; North Scottsdale, Arizona; Paradise Valley, Arizona

- "The Gift of Today." North Scottsdale Lifestyle Magazine. Arizona (December 2014)
- "The Spirit of Giving." Paradise Valley Lifestyle Magazine. Arizona (December 2014)
- "Thankful Heart." Paradise Valley Lifestyle Magazine. Arizona (November 2014)
- "Get in the Game." Paradise Valley Lifestyle Magazine. Arizona (October 2014)
- "Welcome Back." North Scottsdale Lifestyle Magazine. Arizona (October 2014)
- "Joy in the Harvest." Paradise Valley Lifestyle Magazine. Arizona (September 2014)
- "The Start of Something New." Paradise Valley Lifestyle Magazine. Arizona (August 2014)
- "Jump In." Paradise Valley Lifestyle Magazine. Arizona (July 2014)
- "Real Life Super Hero." Paradise Valley Lifestyle Magazine. Arizona (June 2014)
- "She Is..." Paradise Valley Lifestyle Magazine. Arizona (May 2014)
- "A Love to Remember." *Springfield Lifestyle Magazine*. Missouri (April 2014)
- "Waking Up to a Fresh Start." *Springfield Lifestyle Magazine*. Missouri (March 2014)

- “Lessons Learned at the Table.” *Springfield Lifestyle Magazine*. Missouri (February 2014)
- “Coming Home.” *Springfield Lifestyle Magazine*. Missouri (January 2014)

Freelance Writer

Various Publications

- “Money Matters.” *ONCOURSE Magazine* (Spring 2012)
- “Challenging the Future while Respecting the Past.” National Assemblies of God Publication (Fall 2012)
- “How to Save Money on College Tuition Costs With Scholarships & Grants.” StudentAdvisor.com (September 2011)
- “Influencing a Generation,” National Assemblies of God Publication (April 2011)
- “Dating or God: Do you have to make a choice?” National Assemblies of God Publication (February 2011)
- “Dreaming Big.” National Assemblies of God Publication (December 2010)
- *Monday Morning Coffee*: weekly e-mail devotional by author Hona Amer (over 250 articles)
- Smart Work U Blog: www.SmartWorkU.com

Other Publications: A/G National Girls Ministry, Ozarks Christian News, HonaAmer.com, StudentAdvisor.com, ONCOURSE Magazine, Metropolitan Bride Magazine

“Featured In” Publications: Montana Parent Magazine, Classical Singer Magazine, and Assemblies of God College Guide Publication

PROFESSIONAL MEMBERSHIP

Iota Lambda Sigma

Golden Key International Honor Society

National Business Education Association (2014)

PROFESSIONAL DEVELOPMENT

- *Judge for Springfield Business Journal's 2014 Business Class* - Business Class, an event cooperatively presented by Springfield Business Journal, UMB Bank, BKD LLP, Lathrop & Gage and Ollis & Co., recognizes companies that are a model of excellence for financial performance, innovation and community involvement. Qualifying companies must meet the requirements, as well as show gross revenue of at least \$3 million annually.

- *Conferences:* Hillsdale College Free Market Forum, Indianapolis, Indiana (October 2014); Experts Academy (Entrepreneur and Marketing Conference), International Competition Winner, Santa Clara, California
- *Ancillary Activities:* Radio interviews related to college students and their finances, both locally and nationally syndicated radio out of Nashville on the Morning Star Network
- *Presentations:* College of the Ozarks Convocation Keynote Speaker (2015); Evangel University Chapel Speaker (2014); Seiling High School Baccalaureate Keynote, Seiling, Oklahoma (2012)
- Evangel University Faculty Seminar (2012, 2013, 2014, 2015)

RESEARCH INTERESTS

Leadership, Entrepreneurship and Entrepreneurial Orientation, Strategic Planning and Organizational Design, Small Business Development

COMPUTER SKILLS

Microsoft Office Suite, Blackboard, Canvas, Wordpress, Social Media, Versal Promo Suite, Microsoft Access, Adobe Photoshop (Basic Proficiency), Mail Order Manager, ACT!

James W. Hawkins -- Adjunct Faculty -- Supervisor of Student Teachers
1104 S. Kentwood, Springfield, MO 65804
Home (417) 866-1879 Cell (417) 209-7090
jhawkins1951@sbcglobal.net

Profile Retired public school educator, with experience teaching in college, high school, and middle school. Taught English, speech, and drama. In addition, I have had many years of experience teaching adult learners as an adjunct faculty member at Drury University and currently, Ozark Technical Community College.

Education	M.S. in Education, Southwest Missouri State University (Missouri State University)	<i>July 1977</i>
	A.B. Functional in Speech and English, Bethany Nazarene College (Southern Nazarene University)	<i>May 1973</i>
	Life Time Certification: Secondary (7-12) Certification State of MO in the areas of Speech, Drama, and English	<i>June 1972</i>

Career

History **Springfield R-12 Schools, Springfield, MO (1988 - 2007)**

• ***Teacher***

- Taught various English classes and drama at Central High School; worked with 9th, 10th, 11th and 12th graders.
- Managed the auditorium and directed plays, musicals, and assemblies
- Taught 8th grade Communication Arts and Speech at Pershing Middle School
- Served as team leader (in rotation)
- Participant of Leadership Springfield, 2006 - 2007

Drury University, Springfield, MO (1987 - 2003)

Adjunct Faculty

Taught Business Communications at Drury University

Taught Fundamentals of Speech at Drury University

Ozark Technical Community College, Springfield, MO (2005 - 2012)

Adjunct Faculty

Taught English 101 (Composition) at OTC

Taught Public Speaking at OTC

Taught Human Communications at OTC

Evangel University, Springfield, MO (2011 - current)

- ***Adjunct Faculty***

Supervised Student Teachers and Practicum Students at Evangel University (currently)

Taught English 102, English 111, at James River Leadership College and Evangel University

Taught English 110 at Evangel University (Adult Studies)

Taught History of Drama at Evangel University

Mid-America Dairymen, Springfield, MO (1981 - 1988)

- ***Computer Operator***

Worked with network users at the help desk

Did batch processing of data for the corporation.

- **Willard R-2 Schools**, Willard, MO (1973 - 1981)

- ***Teacher***

- Taught various English classes, speech, and drama at Willard High School; worked with 9th, 10th, 11th and 12th graders.

- Directed plays, musicals, and assemblies

- Served as the Speech and Debate Coach

Krystina Marie Hill

400 Rivers Edge Road · Ozark, MO 65721 · (817) 925-9488 · kmhill329@gmail.com

Education:

St. Paul's Preparatory Academy (formally Cathedral Christian Academy)

Arlington, TX

Attended September 1988- May 2003

St. Paul's Preparatory Academy High School Graduate

Texas Christian University

Fort Worth, TX

Attended August 2002- May 2007

Bachelor of Science in Early Childhood Education with Special Education

Emphasis

Evangel University

Springfield, MO

Attended August 2007- December 2008

Master of Science in School Counseling

Experience:

August 2012-Present	Evangel University JRLC Adjunct Faculty	Springfield, MO
February 2009-Present	Faith Christian Center Youth Girls Special Event Speaker	Arlington, TX
June 2011-December 2012	James River Leadership Campus Executive Assistant to the Director	Ozark, MO
January 2011-June 2010	James River Assembly Preschool Teacher & Paid Childcare Leader	Ozark, MO

References:

Dr. Donna Washburn
Evangel University Behavioral Sciences Department Chair
1111 N. Glenstone
Springfield, MO 65802
(417) 865-2815
WashburnD@evangel.edu

Dr. Jon Spence
Evangel University Director of Leadership Studies
1111 N. Glenstone
Springfield, MO 65802
(417) 865-2815

SpenceJ@evangel.edu

Tami Parsley
James River Church Early Childhood and Preschool Coordinator
6100 North 19th Street
Ozark, Missouri 65721
(417) 581-8710
tparsley@jamesriver.org

Vicki Gonzales
Faith Christian Center Administrative Assistant and Controller
6900 US Highway 287
Arlington, Texas 76001
(817) 561-3400
vgonzales@overcomingfaith.com

Daniel J. Hubert

868 S. Timber Ridge Dr., Nixa, MO 65714
(417) 830-4919 hubert_dan@yahoo.com

EXPERIENCE

Evans & Dixon, LLC, St. Louis, Missouri 2013-2104
Handled 22-county debt collection and subrogation docket throughout southwest Missouri including drafting petitions, motion pleadings, discovery, jury and bench trials.

Smith Montgomery & Associates, Springfield, Missouri 2012
General Practice
Specializing in family law, including divorce, child custody, modification and paternity suits.

Hubert Law Firm, Nixa, Missouri 2011-2012
General Practice
Specializing in Criminal Law, ranging from infractions to felonies; drafting wills and trusts; employment law; serving as Guardian ad Litem.

Christian County Prosecuting Attorney, Christian County, Missouri
Assistant Prosecuting Attorney 2010
Legal Intern/Consultant 2005, 2009-10
Assigned to conduct preliminary hearings and misdemeanor trials. Prepared misdemeanor charges, prepared motions, memoranda, and case briefs, conducted legal research, depositions, and assisted in trial preparation involving felony and misdemeanor criminal cases.

District Court for the Northern District of Illinois, Chicago, Illinois 2006
Judicial Extern with Judge Samuel Der-Yeghiayan
Conducted advisory legal research and writing. Observed all aspects of daily courtroom proceedings.

U.S. Representative Paul Ryan (1st District, WI), Washington, D.C. 2005
Intern
Drafted response letters to constituents. Fielded constituent calls and mail. Reported via memorandum on certain House committee meetings.

BAR ADMISSION

Missouri 2010
United States District Court Western Missouri 2012

EDUCATION

Regent University School of Law, Virginia Beach, Virginia 2009
Evangel University, Springfield, Missouri 2006
Bachelor of Science in Government, Bachelor of Science in Public Administration

PROFICIENCIES

Experienced in MS Office Suite, including Word, Excel, Access, Powerpoint and related mail-merging. Familiarized with Prosecutor by Karpel. Skilled in network and software configuration.

Brian M. Kelly, Ph.D.

CURRICULUM VITA

2118 S. Catalina Ave.
Springfield, MO 65804
(831) 247-1470
E-Mails: bmkelly@seu.edu;
www.barnabasmissions.org
www.drbriankelly.com

BIOGRAPHICAL DATA

Birth date: May 16, 1953
Place of Birth: Estherville, IA
Citizenship: U.S.

EDUCATION

Ph.D., Spring 1999
Center for Advanced Theological Studies
Fuller Theological Seminary
Concentration: Practical Theology
Emphasis: Evangelism/Spirituality
Cumulative G.P.A.: 3.79

M.A., Spring 1995
Fuller Theological Seminary
Concentration: Biblical Studies
Cumulative GPA: 3.81

B.A., Spring 1993
Trinity Bible College
Major: Biblical Studies
2nd Major: Ministerial
3rd Major: Missions
Graduated Summa Cum Laude (Top of the class)
GPA: 3.99

HONORS AND AWARDS

F. Carleton Booth Award in Evangelism, Fuller Seminary, May 1995
Hummel Scholarship, Fuller Theological Seminary, May 1994
Merit Scholarship, Fuller Theological Seminary, April 1993
Delta Epsilon Chi Honor Society, AABC, May 1993
Aisthesis Outstanding Greek Student Scholarship, 1993
Outstanding Student Ministries Award, April 1993
Harry L. Paul Scholarship, 1991, 1992
Metropolitan Bank Scholarship, Fall 1991
Alumni Scholarship, Fall 1991

PROFESSIONAL AFFILIATIONS

Fellowship of Christian Assemblies, Licensed to Preach, Aug. 1993, Ordained Minister, Sept. 1995
General Council of the Assemblies of God, Transferred Ordination in Spring of 2004
Academy for Evangelism in Theological Education (AETE), Member Society for Pentecostal Studies (SPS), Member
American Society of Missiology (ASM), Member

TEACHING EXPERIENCE

Adjunct Professor Real Estate Law 1984-1985

Iowa Lakes Community College, Estherville, IA
Responsibilities: Twice taught a 30 classroom hr. pre-licensing workshop required for applicants for a real estate license in the State of Iowa.

Lay Minister of Evangelism

1985 – 1989

Calvary Gospel Assembly, Estherville, IA

Responsibilities: Supervised all outreach and discipleship for the church, and taught the Glad Tidings Evangelism Course in numerous churches and para-church ministries in Northwest IA.

Adjunct Professor of Evangelism

Spring 1990 - Spring 1993

Trinity Bible College, Ellendale, ND

Supervisor: Academic Dean - Dr. Dayton Kingsriter, (90-91) and Dr. Wade Cogan (92-93)

Responsibilities: Taught over 200 students per year in Personal Evangelism, Glad Tidings Evangelism Course, and Ministry of Evangelism classes, and implemented discipleship training for large campus church.

Teaching Assistant

Fall 1994 – Spring 1998

Fuller Theological Seminary, School of Theology, Pasadena, CA

Supervisors: Dr. Richard V. Peace and Dr. Chap Clark

Graded all papers and provided occasional lecture for over 15 classes related to Evangelism, Culture, Spirituality and Youth Ministry at graduate levels.

Project Grader Spring 1996 – Spring 2003

Fuller Theological Seminary, Pasadena, CA Supervisor: Dr. Richard Peace

Graded final projects and advised students for Ministry of Evangelism courses at D.Min. level.

Ph.D. Student Liaison

1997 – 1998

Fuller Theological Seminary, Center for Advanced Theological Studies(CATS), Pasadena, CA

Attended monthly meetings with Executive committee for CATS, addressed the academic and institutional operations of the Ph.D. and Th.M. programs for Fuller's School of Theology.

Adjunct Professor

Fuller Theological Seminary, Menlo Park, CA

Taught "*Foundations for Communicating the Gospel*" Spring 2001

Supervisor: Dr. Art Patzia

Taught "*Art of Evangelism*" Winter 2005

Supervisor: Dr. Curt Longacre

Taught "*Art of Evangelism*" Fall 2006

Supervisor: Dr. Curt Longacre

Adjunct Professor

Western Theological Seminary, Los Gatos, CA

Taught "*Research in Family Studies*" Spring 2004

Supervisor: Judith Needham, Director of MFT Program

Program Consultant

Fall 1999 - 2003

Bethany College, Scotts Valley, CA

Completed comprehensive program review for WASC self-study for Psychology Program and assisted the Associate Dean in developing an additional Educational Leadership emphasis for existing M.A. in Education program at the college. Assisted in writing graduate student handbook, and program review for M.A. in Ed, and TEP program for CCTC self-study.

Supervisor: Dr. Marilyn Vaughn

Associate Professor of Integration and Research (Course listings available upon request)

Fall 1999 – Spring 2007

Bethany University, Scotts Valley, CA

Supervisors: Dr. Marilyn Vaughn and Dr. William Snow

Taught Basic Statistics, Integration of Psychology and Theology Seminar, Research Methods, and Integration of Faith and Business. Primary responsibility teaching Introduction to Research and Evaluation in Education, Statistics for Educators, Educational Research Seminar and Thesis Project, Integration of Faith and Values, Strategic Planning, Implementation and Evaluation, Research in Family Issues, Research Methods and Statistical Procedures, all at the graduate level. Also taught and developed a number of course in the schools Accelerated Program for Professional Leadership (APPL) involving 5 week intensive courses taught in the evening to adult learners.

Professor of Practical Ministries

Fall 2007 – Spring 2015

Southeastern University, Lakeland, FL

Supervisor: Dr. Robert Houlihan & Dr. Alan Ehler, Deans

Taught Shape of Practical Theology, Leadership Development, Strategic Missional Leadership, Managing Conflict and Change, Methods of Biblical Preaching & Teaching, Research Methods, Thesis Writing Methods, and Thesis/Contextual Education Project all at the graduate level. Also teach or have taught Practicum I & II, Homiletics I & II, Practical Theology of Evangelism, Church Planting & Revitalization, Church Business Administration, Pastoral Theology I, Pastoral Theology II, Evangelizing & Discipling Youth, History & Theology of Evangelism, Biblical Hermeneutics, Pastoral Counseling I, and Christian Thought I at the baccalaureate level. Coordinated Masters in

Ministerial Leadership program for residential and online students which involves oversight of policy, procedures, recruitment of students and faculty, and other seminal development for a fledgling program.

Adjunct Professor of Practical Ministries – Online

Fall 2015 – Present

Southeastern University, Lakeland, FL

Supervisor: Dr. Alan Ehler, Dean College of Christian Ministries & Religion

Teach Shape of Practical Theology, Strategic Missional Leadership, Homiletics- Methods of Biblical Preaching & Teaching, Research Methods, Thesis Writing Methods, and Thesis/Contextual Education Project all at the graduate level. Also teach or have taught Homiletics I & II, Practical Theology of Evangelism, Pastoral Theology I, Pastoral Theology II, at the baccalaureate level. This includes the development of all of the courses listed for online delivery through either Blackboard or Moodle LMS through Learning House.

Assessment Coordinator, College of Christian Ministries & Religion

Spring 2009 – Spring 2014

Southeastern University, Lakeland, FL

Supervisor (s): Dr. Robert Houlihan & Office of Institutional Effectiveness

Developed a comprehensive long-term plan for outcomes assessment for the CCMR. This involved the development of a longitudinal database with over 2,350 students assessing both undergrad and graduate level Student Learning Outcomes over the last 4 years. This entails overseeing the gathering, analysis, and presentation of data from over a dozen different assessment instruments for both undergrad and graduate students for CCMR faculty consideration on an ongoing basis. Successfully prepared all documentation for a highly successful SACS accreditation visit in 2011. Provide ongoing feedback and input into the University Assessment committee and its processes and maintain reporting and documentation for the Campus-Labs reporting system. Upgrade and maintain an assessment matrix/calendar for the ongoing gathering of data for this assessment process.

Director, Masters in Ministerial Leadership (M.A.M.L.), Residential and Online program

Fall 2007 – Fall 2013

Southeastern University, Lakeland, FL

Supervisor: Dr. Robert Houlihan

Oversaw all aspects of program planning and development including student admission and advising decisions, course scheduling, faculty employment and placement, as well as all other administrative responsibilities of the director of this strong graduate degree program (served on Graduate Council, and Graduate Committee for the CCMR). During my tenure the program maintained strong online and residential enrollment numbers.

Assistant Dean, College of Christian Ministries and Religion (CCMR)

Fall 2011 – Spring 2013

Southeastern University, Lakeland, FL

Supervisor: Dr. Robert Houlihan

Supervised through completion a comprehensive Academic Program Review of the CCMR on behalf of the Dean and the faculty of the college. This involved planning and implementing various phases of the review in conjunction with CCMR faculty, staff, and students, the Office of Institutional

Effectiveness, and other administrative entities across the university. As a result of months of focus group meetings, data gathering and analysis in cooperation with a Comprehensive Program Review committee for the CCMR, we compiled a complete Academic Audit, Market Viability Report, and Academic Plan for the CCMR for approval by the Leadership Team of the university. We were able to reconstitute our various degree programs into 4 new majors: Practical Ministries, Missional Ministries, Multi-Disciplinary Studies and Youth & Family Ministries.

Research Mentorship & Supervision

Over the last 17 years helped well over a 120 students complete a master's thesis for an education degree with a minimum 50 pages. Sixty of those involved 3 credits of Statistics for Educators, 3 credits of Research Methods and 6 credits of Thesis/Contextual Education project courses over a 2-year process of designing the research, gathering and analyzing data, and presenting the results for the social science genre. Another 65 or so were students completing either a more theoretically/theologically based thesis or a contextual education project for masters in ministerial leadership degree with 50 – 100 pages. This involved teaching Research Methods, Thesis Writing Methods, and the final Thesis/Contextual Ed. courses using the Chicago Manual of Style format.

MINISTRY & INSTITUTIONAL EXPERIENCE

Real Estate Broker - State of Iowa

Pat Kelly Real Estate - Spring 1975 – Spring 1984

Tim Frank Realty – Spring 1984 – Summer 1986

Dowden-Hinn Realtors – Summer 1986 – Fall 1990

All firms in Spirit Lake, Iowa

Owner/Manager of Real Estate office operations including all accounting, training, marketing, and other supervisory administration involved in the top real estate firm in the Lakes Region of Northwest Iowa. Trained dozens of real estate agents in marketing, sales, extensive appraisal experience in residential, farm and commercial real estate. Required extensive expertise in real estate law, mortgage financing and commercial lines of credit. Was top-sales producer for 3 of 5 years with last firm- 64 personal transactions last year full-time in the business.

Assistant to the Director of Student Ministries

Fall 1990 - Spring 1993

Trinity Bible College, Ellendale, ND

Supervisor: Rev. Dan Kuno

Trained numerous students for the ministry outreach of the college and personally led evangelism teams many times to the inner cities of Chicago, Denver, Miami, Minneapolis, Los Angeles and numerous smaller Midwestern cities and towns.

President/Founder

1985-1989

Christian Coffeehouse Ltd., Arnolds Park, IA

Recruited Board of Directors, implemented strategic planning, raised support for and established an extensive coffeehouse outreach.

President/Founder

1991 - Present

Barnabas Missions Unlimited, Lakeland, FL

Developed a non-profit corporation for supporting missions and evangelism at home and abroad, led construction and evangelism teams into Mexico, Honduras & Nicaragua. This has involved teaching and preaching in the area of evangelism in hundreds of Pentecostal churches in urban, suburban, and rural contexts with a focus on equipping the ordinary believer to be a faithful witness. Developed an extensive digital presence to deliver curriculum and other support to our Evangelism Support Network, see www.barnabasmissions.org.

Associate Evangelist

Summers 1991-1996

HARVEST 2000 Outreach, Racine, WI

Supervisor: Rev. Dominic Galati

Recruited Bible college students and lay persons to volunteer summers, taught principles of evangelism to congregations, supervised outreaches, preached regularly, counseled and facilitated 10-15 students per summer in fund-raising, ministry and spiritual development, while coordinating travel and housing arrangements with local churches.

Executive Co-Pastor - Administrator

Fall 1993 - Spring 1998

Pasadena Christian Center, Pasadena, CA

Performed all duties pertaining to the pastorate and administration of a revitalization effort in a small struggling urban church. Attendance went from 15 when I started to over 150 when I transitioned out of Los Angeles.

Interim Director of Student Ministries/Missions

Spring 2003 – Fall 2003

Bethany College, Scotts Valley, CA

Directed office of student ministries/missions linking students to church and para-church ministries, organizing global mission teams, overseeing budget and some chapel program scheduling.

Institutional Research Assistant

Spring 2003 – Fall 2003

Bethany College, Scotts Valley, CA

Conducted data extractions for Noel Levitz data analysis, datasheet transformations, and electronic submissions.

Founding Pastor for Sojourners Church, NorCal/Nevada District of the A.G.

Fall 2003 – Spring 2007

Sojourners Church, Scotts Valley, CA

Performed all duties pertaining to the pastorate and administration of a small church plant.

Lead Pastor – Genesis Church of the Assemblies of God

Sept. 2009 – Dec. 2013

Highland City, FL

Performed all duties and oversight pertaining to pastoring and administration of a revitalization of an existing church of only 12 people upon arrival, grew the church to nearly 100 in attendance.

RELEVANT TEACHING PRESENTATIONS (Chronological)

Chicago Outreach - 1991 and 1992

“Principles of Evangelism” - delivered to over 500 A.I.M. outreach attendees.

Minneapolis Outreach - 1992, 1993, 1996

“Do’s and Don’ts of Evangelism” - daily teaching over three-day period to all attendees.

St. Louis General Council Outreach - 1996

“Theology of Evangelism” - Daily teaching and supervision of dozens of high school and college-age students from “Fine Arts Festival” in street outreach sponsored by A/G.

Seattle Bible College, and Sponsoring Churches – 2002 to present

Continue to regularly hold pastors= evangelism conferences entitled “Foundations for an Effective Evangelism Ministry” and an “Improving Your Personal Evangelism Practices” weekend evangelism seminar, variations of which have been taught in hundreds of local churches across the country.

Las Fundaciones y Prácticas Para un Ministerio de Evangelización Eficaz – Spring 2002, Managua, Nicaragua and Tegucigalpa, Honduras. Main presenter to over 30 pastors and church leaders in each location during a 3 day seminar on principles and practices for effective outreach. This involved translating all curriculum materials (workbooks, pamphlets, and outreach materials) into Spanish, producing this material (over 1,500 workbooks) and distributing it to the conference participants.

Misiones y Evangelización, con Misionera de Ministerios Latinoamericanos – Summer, 2003, Guadalajara, Mexico. Main presenter at a 2 day mission conference in that city with over 40 pastors present for the seminar.

Soul Winning, Spring 2005, Urban Bible Training Center, Templo de la Fe, San Francisco, CA.

Taught five 4 hour sessions (20 classroom hrs) of the Global University course to 20+ students seeking credentialing with the A.G.

Spirit-led Evangelism: Evaluative Criteria for Outreach Praxis in a Pentecostal Context. Paper presented at the 39th Annual Meeting of the Society for Pentecostal Studies, Minneapolis, MN, March 2010.

The Role of the Pentecostal Academy in the Formation and Evaluation of Whole-life

Discipleship and Missional Christianity. Presentation at a Breakout Session at 2011 AG Faculty Conference in Springfield, MO, June 2011.

Measuring the Spirit’s Move: The Boon and the Bane of Empirical Methods in the Study of Evangelism, Conversion, and Spirituality. Paper Presentation to Faith & Science Conference, Evangel University in Springfield, MO, June 2011.

Ghost in the Analysis: The Good, the Bad, and the Ugly in the Use of Empirical Methods in the Study of the Holy Spirit’s Influences in the Church Today. Paper presented to Society of Pentecostal Studies, Practical Theology Interest Group at Regent University, Virginia Beach, VA Spring 2012.

Discerning the Future: A Brief SWOT Analysis of the Potentiality and Challenges within Pentecostal Higher Education. Presentation to the Assemblies of God Faculty Conference, Evangel University, June 2014.

RELEVANT COMPUTER EXPERIENCE

Windows 7, Logos, PC Study Bible, Statistical Program for the Social Sciences (SPSS), TK20, Turnitin.com, Adobe products: Acrobat, Acrobat Presenter Pro, PhotoShop, Illustrator, AfterEffects, InDesign; and Vegas Video, Quickbooks, RollCall (church attendance and funding), Microsoft Works Office Suite, PowerPoint and most other common programs involving digital desktop or web publishing, spreadsheet or accounting functions.

RELEVANT MASTERS LEVEL COURSE WORK (4 credits each) (GRADE)

Biblical Core: *Pentateuch (A) *Writings (A-) *Jeremiah (A) *New Testament I (A) *New Testament II (A) *Exegetical Method (A)

Theology: *Systematic I-Revelation/Anthropology (A-) *Systematic II-Christology (A) *Systematic III-Eschatology/Ecclesiology (B+) *Christian Ethics (A-)

Languages: *Greek Reading (A) *Greek Reading (A) *Beginning Hebrew (B-) *Beginning Hebrew (A)

History: *Patristic Theol. (A-) *Medieval/Reformation Theol. (A-) *American Church History (A-)

Philosophy: *Christian Worldview & Challenges (A) *Theories of Human Nature (A)

Ministry: *Foundations for Ministry (A) *Healing Ministry & World Evangelism (A-) *Art of Evangelism (A) *Modern Culture & Evangelism (A) *Homiletics (A-)

Additional Satisfactory Language Study: *Latin *Spanish *Research Methods/Statistics/Design

RELEVANT PH.D. LEVEL SEMINARS (6 Credits each) (GRADE)

*Quest for Community (A-) *Pastoral Readings (A-)

*Shape of Practical Theology (A) *Conversion (A)

*Readings -NT Exegetica (A-) *Readings -NT Exegetica (A)

*Greco-Roman Backgrounds to the NT (A-)

*Readings in Evangelism (A) *Readings in the OT (B)

PUBLICATIONS

Be His Witness, Part I: The Use of Questionnaires and Pamphlets for Sharing the Gospel. Springfield, MO: Barnabas Missions Unlimited, 2016. Streaming/download video curriculum set with workbook/leader's guide.

"Measuring the Spirit's Move: The Boon and the Bane of Empirical Methods in the Study of Evangelism, Conversion, and Spirituality." *Proceedings of the Inaugural Faith & Science Conference.* General Editors David R. Bundrick, Ph.D., Steve Badger, Ph.D. Springfield, MO: Gospel Publishing House, 2012.

"Spirit-led Evangelism: Evaluative Criteria for Outreach Praxis in a Pentecostal Context," Paper presented at the 39th Annual Meeting of the Society for Pentecostal Studies, Minneapolis, MN, March 2010.

"The Christian University as Messianic Community in Missional Engagement with Church and the World" chapter in *Transformational Leadership: A Tribute to Dr. Mark Rutland*, Lakeland, FL: Small Dogma Publishing, 2008.

One Step Closer to Christ: Evangelism as Spiritual Pilgrimage Together. Scotts Valley, CA: Barnabas Missions Unlimited, 2001.

Biblical Tools for Reaching a Post-Modern World: Proven Approaches for Mobilizing a Faithful Witness. Scotts Valley, CA: Barnabas Missions Unlimited, 2002.

Sharing Your Spiritual Journey with Others: Principle and Practices For Effective Personal Outreach. Scotts Valley, CA: Barnabas Missions Unlimited, 2004. Streaming/download curriculum set with workbook/leader's guide.

"Practical Theology and Evangelism" *Journal for the Academy for Evangelism in Theological Education*, vol.14, (1998-1999), 20-32.

Toward A Practical Theology of Evangelism: Spiritual Pilgrimage as an Essential Paradigm for the Christian Conversion Process and Its Implications for Evangelism Methodologies (Ph.D. dissertation, Fuller Theological Seminary, 1999).

"Who Are These People Anyway?" *The Semi* (Pasadena: Fuller Theological Seminary, January 4, 1994).

"Evangelism-Real or Imagined" *Director's Update* (Springfield, MO: Charles Crabtree, June, 1992) also published in *Fellowship Today* (Madison, WI: FOCA Publications, July, 1992).

PROFESSIONAL REFERENCES

Dr. Steven Fettke, Professor of Old Testament

Southeastern University
1000 Longfellow Blvd.
Lakeland, FL 33846
(863) 667- 5154, email: sfettke@seu.edu

Dr. Robert Houlihan, Former Dean of the College of Christian Ministries and Religion

Southeastern University
1000 Longfellow Blvd.
Lakeland, FL33801
(863-667-5044) email: rwhoulihan@seu.edu

Rev. Joseph Childs, Dean, College of Business

Southeastern University
1000 Longfellow Blvd.
Lakeland, FL 33846
(863) 667- 5767, email: jchilds@seuniversity.edu

Dr. Alan Ehler, Dean of College of Christian Ministries and Religion

Southeastern University
1000 Longfellow Blvd.
Lakeland, FL 33846
863-667-5044, email: ajehler@seu.edu

Rev. Dominic Galati, Jr.

Compelled 2 Go Impact
835 Lannon Terrace Suite 1203
Mt. Pleasant, WI 53406
262-800-9125, email: dominic@compelled2go.com
24 July 2016

Julie Mayne
1141 W. MELROSE
SPRINGFIELD, MO 65810
417.576.7374
julie@dmaynedesign.com

Curriculum Vitae

Work Experience

2008-2010

Teacher, Children's Department
Central Assembly of God Church, Springfield, MO

2011-Present

Substitute Teacher
Springfield Public Schools

Spring 2003

Instructor, Biology
Evangel University, Springfield, MO

Spring 2001 – genetics labs

Spring, Summer, Fall 2000 – non-majors biology labs

Lab Instructor
Missouri State University, Springfield, MO

August 2000-April 2002

Director of Children's Ministry
Timbercreek Church, Springfield, MO
Grades K-5, Sunday morning services

Fall 1999

Curriculum Developer and Teacher
Science after-school program for Boys and Girls Clubs
The Discovery Center, Springfield, MO

June-August 1999

Lab Technician
Urology Surgical Associates,
St. Johns Health Systems, Springfield, MO

Education**Missouri State University**

M.S. Biology
Graduated: May 2001
Thesis: "Factors Influencing Students' Acceptance of Evolution"

Evangel University

Major: Biology
Minor: Chemistry
Graduated: Spring 1997

Shippensburg University

Fall 1993-Spring 1994

Immaculata College

Summer 1995

References**Dr. Mike Tenneson, PhD**

Professor of Biology
Evangel University, Springfield, MO
TennesonM@evangel.edu
Fax. 417.865.9599

Dr. Georgianna Saunders

Professor of Science Education
Missouri State University, Springfield, MO
GigiSaunders@MissouriState.edu
Fax. 417.836.8886

Megan Bryant

Teacher

Wanda Gray Elementary

Springfield, MO

mbryant@spsmail.org

Phone. 417.861.3709

Membership

**National Association
of Biology Teachers**

Mike McCrary, D.Min.

5140 S. Main Ave. #J300 Springfield, MO 65810
(417) 693-7141 · mmccrary@centralassembly.org

Education

Evangel University/AGTS, Springfield, MO

D.Min. in Missional Leadership, May 2014

Dissertation: “Intentional Intergenerational Ministry Practices,” passed with distinction

Dissertation Advisors: Dr. Earl Creps, Dr. Roger Cotton, Dr. Leonard Sweet

M.Div. Equiv., 2010

Cordas C. Burnet Center for Biblical Preaching

M.A. magna cum laude in Theological Studies, May 2008

Master’s Thesis: “The Necessity of the Holy Spirit for Missional Ministry in the Emerging Culture of America”

Central Bible College, Springfield, MO

B.A. in Pastoral Ministries and Bible, May 2001

Living Free Facilitator

Living Free facilitator trained in outreach and discipleship work in churches, prisons, rehabilitation ministries and missions of all types.

S.Y.M.B.I.S Pre-Marriage Counseling Facilitator

Saving Your Marriage Before It Starts (S.Y.M.B.I.S facilitator certification)

Fellowships and Awards

- Sigma Chi Pi “Diligent Christian Leader,” 2008
- Cadre Alumni (coaching program with Jeanne Mayo), 2005–2006
- Ordained Assemblies of God Minister, 2004
- Leadership Journey (one-year leadership coaching with Troy Jones), 2003–2004
- Licensed Assemblies of God Minister, 2002

Teaching Experience

Central Bible College, Springfield, MO

Adjunct Professor, 2008–2009

Youth Ministry Strategies
Sociology of American Youth
1 & 2 Thessalonians

Southern Asia Bible College, Bangalore, India

Guest Professor, 2008
Introduction to Youth Ministry

Evangel University, Springfield, MO

Lecturer, 2014–2016
Guest taught for Professor Lois Olena in her course “Project Design” for doctoral students
Lecturer, 2016
Guest taught for Professor Thomas Matrone in his course “Creative Arts Administration”

Church Leadership Experience

- Senior Associate and Executive Pastor Central Assembly Springfield, MO, 2006–Present
- Youth Pastor Calvary Assembly of God Toledo, OH, 2001–2006
- Assistant Youth Pastor Central Assembly Springfield, MO, 2000–2001
- Church Planter (team member) Lakeshore Church Covington, LA, 1998–1999
- Youth Pastor Connect Church, Daphne, AL, 1997–1998

Publications

- *Intentional Intergenerational Ministry Practices Discovered at Central Assembly of God Springfield, Missouri*. Dissertation published by ProQuest (2014)
- “Mind the Gap.” Magazine article published by *Influence: The Shape of Leadership* (Issue 6/ June, July 2016)
- “An Intergenerational Mission for God’s Church.” Journal article published by *Encounter: Journal for Pentecostal Ministry* (Summer 2014)
- “An Intergenerational Mission for God’s Church.” Journal article published by John Roberto in *Faith Formation Learning Exchange*
- Book Reviews in *Enrichment Journal: Enriching and Equipping Spirit-filled Ministers*
- *The Gospel According to Starbucks: Living with a Grande Passion* by Leonard Sweet
- *Preaching to a Postmodern World* by Graham Johnston
- *FIRE Bible Student Edition*
- *The Dip* by Seth Godin
- *Wild Goose Chase* by Mark Batterson
- *People-Pleasing Pastors: Avoiding the Pitfalls of Approval-Motivated Leadership* by Charles Stone

Presentations

- Session Speaker, Ohio Youth Leaders Conference
Topic: Campus Ministry
- Session Speaker, Momentum Leadership Conference

Topic: Proven Campus Ministry and Youth Pastor Coaching

- Plenary Session Speaker, National Pastors' Kids Camp - Chile, South America
- Plenary Session Speaker, District Youth Retreat - Kansas, KS
- Plenary Session Speaker, Sectional Youth Retreat - El Paso, TX
- Plenary Session Speaker, Sectional Youth Retreat - Springfield, MO

Personality Profile

Gallup's Strength Finder

1. Achiever: Your Achiever theme helps explain your drive. Achiever describes a constant need for achievement. You feel as if every day starts at zero. By the end of the day you must achieve something tangible in order to feel good about yourself.
2. Competition: Although you are gracious to your fellow competitors and even stoic in defeat, you don't compete for the fun of competing. You compete to win.
3. Belief: If you possess a strong Belief theme, you have certain core values that are enduring. These values vary from one person to another, but ordinarily your Belief theme causes you to be family-oriented, altruistic, even spiritual, and to value responsibility and high ethics—both in yourself and others.
4. Activator: "When can we start?" This is a recurring question in your life. You are impatient for action. You may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down you know that only action is real.
5. Relator: Relator describes your attitude toward your relationships. In simple terms, the Relator theme pulls you toward people you already know. You do not necessarily shy away from meeting new people—in fact, you may have other themes that cause you to enjoy the thrill of turning strangers into friends—but you do derive a great deal of pleasure and strength from being around your close friends.

Stand Out Gift Assessment

1. Provider: You sense other people's feelings, and you feel compelled to recognize these feelings, give them a voice and act on them.
2. Equalizer: You are a level-headed person whose power comes from keeping the world in balance, ethically and practically.

Brian Moody

417 773 0417 | brian.w.moody@gmail.com | 1130 South Weller Springfield, MO 65804

Education

M.A. Church History
Gordon-Conwell
Theological Seminary,
May 2010 (3.52 GPA)
B.S. Pastoral Ministry/
Theological Studies
Central Bible College,
May 2000

Teaching Experience

Taught at various levels, both in academia and ecclesial contexts for the purpose of building the global Church through biblical and theological knowledge.

Evangel University, Springfield, MO 2011-Present

Developed and structured lectures on subjects ranging from the biblical/theological foundations of spiritual disciplines to Scientific Naturalism

Communicated technical ideas on age-appropriate level that encouraged further engagement and inquiries

Demonstrated and fostered the value of listening in all contexts by allowing opportunities for questioning, clarification, and appropriate feedback

Discipled and “pastored” students from all backgrounds

Pedagogical Profile

Church History/History, Theology, Apologetics, Spiritual Formation

Effective communicator to multiple age levels

Creative dissemination of pertinent information

James River Church, Ozark, MO 2000-Present

- Helped to develop and disseminate discipleship curriculum for use in the local church
- 10 years classroom experience, on a volunteer level, teaching the historic Christian faith to students aged 11-18 in classroom and home settings

- Taught dozens of junior high students in a small group context, helping them to recognize and connect the “historical/theological/cultural dots” from one epoch to another

Missouri State University Chi Alpha, Springfield, MO 2005-2007

Organized and facilitated theological roundtable for interns

Leadership/Ministry Experience

Led and developed individuals in local church settings to prize Jesus above all things.

James River Church 2000-2007; 2011-Present

- Helped to develop and maintain an effective online ministry which serves to be a bridge to the local church
- Pastor to 350+ on a weekly basis through an Internet-based platform
- Taught/facilitated discipleship class for new believers
- Lead/facilitated weekly home group discussions
- Weekly development of young leaders in biblical, theological and practical matters
- Successfully led a team of eight, maintaining church facilities in excess of 290,000 square feet as well as two major building programs; and serving 10,000 congregants weekly
- Promoted and facilitated open lines of communication in all areas of volunteer service and employment by assessing problems, creating solutions, while honoring the established hierarchical concatenation
- Self-starter with ability to motivate others toward a common goal
- Team-player committed to achieving the goals of the leadership I serve

Jeffery Nelson – Curriculum Vita (annotated)

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WORK EXPERIENCE

I.1 EVANGEL UNIVERSITY, SPRINGFIELD, MISSOURI

Missionary in Residence, August 2016 – Present

I.2 KAG EAST UNIVERSITY, NAIROBI, KENYA

Vice Chancellor (CEO), July 2008 – July 2016 (furlough year July 2013 – June 2014)

- Oversee the University responsible to the Chancellor, Board of Trustees, and University Council
- Continue to direct the student missions program for the institution
- Notes: EAST grew from 330 students in 2008 to 1764 in 2016. EAST became KAG EAST University and now includes KAGE (diploma), GU (correspondence), EAGS (MA), and PATHS (PhD East Africa). The University received the Letter of Award of Charter dated April 14, 2014 from the Commission for University Education, Government of Kenya. A new campus was built (2011-2014) opened at Kitengela and expanded to Career Courses in January 2015. The first PhD graduate and the first career course graduates came in 2016.

Academic Dean, July 2004 – June 2008 (furlough year July 2007 – June 2008)

- Develop and oversee the academic programs of the institution
- Continued to direct the student missions program of the institution

Faculty Member, May 2001 – June 2004 (furlough year July 2003 – June 2004)

- Teach courses as assigned
- Direct the student missions program of the institution

I.3 ASSEMBLIES OF GOD WORLD MISSIONS, SPRINGFIELD, MO

Missionary (Appointed General), January 2000 – Present (furlough year January 2000 – January 2001)

- Served on the Kenya Field Leadership Team with various responsibilities
- Serve on the Kenya Assemblies of God Mission Commission as secretary
- Lead 29 missions trips, planted 22 churches in Kenya, and ministered among 12 Unreached People Groups

I.4 ROSSLYN ACADEMY, NAIROBI, KENYA

Superintendent, August 2012 – July 2013

- Oversee the K – 12 international Christian school for one year during the leave of absence of the superintendent: Note: During the year I was CEO of both EAST and Rosslyn. We saw both schools grow and building expansion took place.

I.5 VALLEY FULL GOSPEL CHAPEL (A/G), HEALY, ALASKA

Pastor, July 1992 – December 1999

- Pastoral duties
- During this time I was a bi-vocational minister
- Note: The church had been through difficulties as previous pastors had been asked to leave. We saw the church develop into health once again. We were able to build a parsonage while we were there and the next pastor stayed about ten years.

Note: From November 1990 to June 1992 I worked odd jobs in ND and AK and served at Nenana (AK) Assembly of God as a volunteer minister while God helped us heal and we prepared for ministry again.

I.6 ASSEMBLIES OF GOD, BOTTINEAU, ND

Pastor, July 1987 – November 1990

- Plant the church and develop it as an assembly
- During this time I was a bi-vocational minister
- April 5, 1989 Ordained to Preach
- Note: We were able to plant the church getting land and a building. The Sunday school, worship ministry, lady's, men's and children's ministries were developed.

I.7 TRINITY BIBLE COLLEGE, ELLENDALE, ND

Youth Pastor, Student Ministries Director, Volleyball Coach, August 1983 – June 1987

- Youth Pastor, we started and developed the youth ministry for the campus church
- April 1984 Licensed to Preach
- I began as the coordinator for Student Ministries and then became the director
- I started the Volleyball program and coached for four years. We won the national championships.

EDUCATION

I.8 PAN AFRICA THEOLOGICAL SEMINARY, LOME, TOGO (KAG EAST UNIVERSITY, NAIROBI, KENYA)

PhD in Theological Studies concentrations in Missions and Leadership, July 2016

- Dissertation Title: A Strategic Framework for Planting Churches among Somalis in Kenya with the Kenya Assemblies of God
- Summa Cum Laude CGPA 3.98, Delta Epsilon Chi Honor Society, John V. York Missio Dei Award

I.9 GLOBAL UNIVERSITY (EAST AFRICA GRADUATE STUDIES), SPRINGFIELD, MO (NAIROBI, KENYA)
MA Ministerial Studies - Leadership, December 2008

- Delta Epsilon Tau Honor Society CGPA 4.0, 36 cr. hrs.

I.10 TRINITY BIBLE COLLEGE, ELLENDALE, ND
BA Bible/Theology; minors Missions and Music, May 1984

- Magna cum Laude Honor Society CGPA 3.6, 139 cr. hrs.

I.11 GRANTSBURG HIGH SCHOOL, GRANTSBURG, WI
High School Diploma, May 1980

- Magna cum Laude, Top 10% of class

ADDITIONAL SKILLS

- Mission and Vision: I have found in the various positions that it is important to preserve the mission of the organization while expanding the vision.
- Administration: I have served as a leader and under leaders. Administration is an areas I enjoy.
- Teaching: I have always enjoyed teaching. In the classroom I feel alive as I inspire students to fulfill their God-given gifts.
- UPG Passion: I strongly believe the every person in every parish should do everything possible to reach every people group. I have led Bible school students and US teams on mission trips to hard areas and unreached people group and have been involved in one UPG (the Rendille) being removed from the UPG list.
- Leadership: Leading has been part of my life since high school and college. Capacity has grown from a few students in a Bible study group to leading organizations with scores of employees and multimillion-dollar budgets. Yet in it all I am conscience that unless God gives favor it will not succeed.

FAMILY

- Janelle (Ballweber) and I were married on June 2, 1984
- We have four grown children and now grandchildren are being added
- We are thankful that our children and their spouses love the Lord and are following Him.

Ashli K. O'Connell, MA

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connella@evangel.edu

Skills Summary

Twenty years writing, marketing and editorial experience working for print and online media | Areas of expertise include writing, copy editing, AP Style, web content development, SEO, social media, and digital media marketing.

Education

Regent University, Master of Arts in Communication (Strategic Communication emphasis), 2015

Evangel University, Bachelor of Science in Journalism (Marketing minor), 1995

Teaching Experience

Digital Media Marketing adjunct faculty, January 2015-present, Evangel University Course design, curriculum development, teaching, grading, mentoring students

Speech 111 Lab adjunct instructor, August 2010-May 2013), Evangel University Leading and assisting students in writing speech outlines, proctoring required speeches, grading speeches

Related Professional Experience

Web Content Developer and Editor, Enrollment Marketing, Evangel University, October 2008 to January 2015

- Writing functional and feature content for the official university website (www.evangel.edu)
- Researching and helping develop marketing strategy for the university's Enrollment Marketing department, especially as it concerned digital media marketing efforts
- Editing content submitted to the website for publication
- Copy editing print materials for the Enrollment Marketing department
- Supervising Student Digital Marketing Team
- Managing "Evangel Undergrad" Facebook, Twitter and Instagram accounts
- Managing online profiles for Evangel at college-search portals, including Zinch, College Prowler and Cappex

Marketing Coordinator, Chi Alpha Campus Ministries, February 2008 to October 2008

- Coordinating design and editorial content for *Chi Alpha Connections* newsletter
- Writing and editing copy for all Chi Alpha publications
- Marketing Chi Alpha through advertisements and special events

Assistant Editor, *Today's Pentecostal Evangel*, February 1999 to July 2006

- Setting editorial deadlines for the magazine and working with design and production staff to ensure that the weekly production schedule was met
- Doing the first edit on all copy for the magazine
- Line editing page proofs
- Attending editorial meetings and participating in planning of magazine's editorial content
- Writing articles and Web features

Marketing Director, General Council Credit Union, September 1996 to February 1999

- Writing, editing and designing all credit union publications

- Planning and facilitating loan promotions, membership drives, promotional mailings and research projects
- Planning special events (annual meeting, open houses, seminars, youth club activities)
- Developing and maintaining credit union's website and home banking project

Copy Editor, *Springfield News-Leader*, January 1995 to September 1996

- Editing local and wire copy for content, clarity and length; writing headlines and cutlines; line editing page proofs

DUANE C. PRASCHAN

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OBJECTIVE

To pursue challenges which build on and expand the utilization of my skills and leadership experience. To be involved in work assignments making significant contributions to the organization and individuals regarding: process improvement, change management, leadership development, and mentoring / coaching for transformational change.

PROFESSIONAL EXPERIENCE OVERVIEW

- Teach business, leadership and Bible classes at a faith-based university
- Serve as coordinator of the Masters of Organizational Leadership and Business Department Chair
- Work experiences have demonstrated strong inter-personal, problem-solving, team-building, teaching and leadership skills.
- Over 30 years of management experience (14 with Philips Healthcare and 25 with non-profit organizations) with strong international experience.
- Over 15 years involvement with process improvement.
- Over 25 years of project management, public speaking, small group facilitation and leadership development.
- Trained facilitator, auditor and assessor for European business excellence model.
- Conducted and led auditing program.
- Implemented mentoring program along with developing and conducting training programs.
- Bi-vocational since 1985 – Philips Healthcare and various church assignments.
- Currently teach graduate and undergraduate courses related to business and leadership courses.
- Global, cross-cultural teaching and work experiences (primarily Europe and Asia) since 1994.
- Consultant for various organizations, including training on business principles in China, Argentina and France.

EXPERIENCE

May 2007 to present – *Evangel University (Private, Liberal Arts), Springfield, MO*

Associate Professor of Business and Leadership (Business Department)

- Teach undergraduate and graduate level courses
 - Undergraduate: Personal Finance, Personal Leadership, Community Leadership, Human Resource Management, Workforce Selection & Development, Strategic Planning for Church Leaders, and New Testament Survey
 - Graduate Level: Strategic Management, Business Communications, Theory & Practice of Leadership
- Coordinator of Masters of Organizational Leadership Program
- Member of Academic Council and Graduate Studies Council
- Department Chair (August 2016 to present)

March 2011 to December 2013 – *Philips Healthcare, Imaging Systems, Cleveland, OH*

- Philips Healthcare is the third largest global medical device manufacturer
- Imaging Systems (over 15,000) is one of three Businesses within Philips Healthcare. There are ten Business Units (BUs) within Imaging Systems – Computer Tomography (CT), Magnetic Resonance Imaging (MRI), Ultrasound, etc.

Senior Director, Quality System & Compliance

- Oversight of Quality Systems for 30 Global sites within the ten BUs
- Operational oversight to Imaging Systems Q&R with nine direct reports and team of twenty. The nine direct reports included Senior Managers and Directors. I reported to the Vice President of Quality & Regulatory within Imaging Systems.
- Lead global harmonization and change management effort for Imaging Systems to raise level of compliance for over 15,000 employees.
- Since taking on full-time role at Evangel, continue to consult with Philips
 - Corporate processes re-engineering project
 - Competency Model development for Human Resource

October 2007 to March 2011 – *Philips Healthcare, MRI Business Unit, Cleveland, OH*

Senior Director, Quality, Regulatory & Sustainability

- Provided leadership to the Q&R staffs in three international and four domestic facilities. This included eight direct reports and a team of 42.
- Served as Q&R function Lead for Magnetic Resonance Imaging (MRI) Business Unit. Reported to Vice-President and CEO of the Business Unit.
- Developed a comprehensive Mentoring/Coaching program

July 2006 to October 2007 – *Philips Medical Systems, MRI Business Unit, Best, Netherlands and Cleveland, OH*

Director, Quality & Regulatory

- Served as Management Representative for Q&R organizations in Best, Netherlands and Cleveland, OH
- Provided leadership to the Q&R staffs in Best and Cleveland, while supporting Q&R staff in Helsinki, Finland.
- Focused on developing streamlined Quality System in Best and harmonized processes throughout MRI Business Unit.

June 2005 to June 2006 – *Philips Medical Systems (PMS), MRI Business Unit, Cleveland, OH*

Senior Manager, Quality & Regulatory

- As Management Representative, directed the development, implementation, monitoring and reporting on the Quality System and processes to ensure full compliance with regulations and standards.

- Ensured new medical devices for MRI and CT obtained all necessary global regulatory approvals/clearances.
- Ensured that regulatory interests were adequately represented with regulatory and standard making bodies, and trade associations.
- Provided leadership to quality system improvement initiatives.
- Led and coached Regulatory Affairs, Quality-process and Quality Assurance staff.
- Maintained oversight of the evolution, implementation, audit and continuous improvement of the product-development processes.
- Developed and implemented training to the organization regarding regulatory issues, organizational structures and cross-cultural issues.
- Developed and implemented a strategic plan to harmonize Cleveland's practices with Business Unit and Corporate processes.
- Provided or directed support to program teams through Q&R plans, program management tools and best practices for program metrics.
- Coordinated all notified-body or government-initiated audits, corrective action, recalls and other compliance actions.
- Led and participated in various global audits.
- Assisted joint venture (PNMS - China) in setting up Quality System architecture, conducting regulatory training and preparing for FDA audit.

April 2002 to June 2005 – *Philips Medical Systems (formerly Marconi), MRI Division, Cleveland, OH*

Manager, Regulatory Affairs

- Served as chairperson of the Safety Committee, ensuring appropriate investigation and decision-making regarding safety-related problems.
- Provided regulatory support to Legal, domestic and three international Philips' R&D/manufacturing sites.
- Represented company's interest during 3rd party and FDA audits.
- Provided leadership to various quality system improvement initiatives and training to the organization regarding regulatory issues.

November 1999 to March 2002 – *Marconi Medical Systems, MRI Division, Cleveland, OH*

Director of Regulatory Affairs

- Provided overall leadership and direction to Marconi Medical Systems' global regulatory focus regarding processes and compliance with product related regulations and industry standards.
- Represented the company's interests as liaison with regulatory agencies, customer groups and trade associations; served as primary regulatory resource to the organization.
- Led teams that defined and implemented a total lifecycle model for the company and complaint handling process.
- Developed and hosted a global regulatory forum for the entire company.
- Championed the harmonization of the company's approach to regulatory issues across all business units.

March 1985 to October 1999 – *Picker International, Inc., MRI Division, Cleveland, OH*

Manager of Regulatory Affairs and Clinical Testing

- Interfaced and submitted appropriate documentation to FDA regarding new medical devices for four Divisions (two domestic and two international) obtaining regulatory approval on over twenty medical devices.
- Led organization in developing clinical protocols for clinical studies and basic research on new equipment. Interfaced with radiologists and surgeons, and monitored the studies required for regulatory (i.e., FDA) approval.
- Interfaced with the Business Team and R&D group on regulatory issues and process-improvement initiatives.
- Led various teams on safety related projects (Safety Committee).
- Conducted internal and supplier audits.
- Served as project manager for guiding new clinical application from research through development and leading process improvement efforts.
- Served on various trade association committees.
- Certified trainer/facilitator for the company and conducted new hire TQM training and other new worker development programs.
- Spent six months leading a team to re-engineer the product development process.

April 1977 to present – *Various church assignments*

- Ordained minister.
- Youth/Singles Pastor for six years (1977-1982)
- Senior Pastor for 13 years (1983-1995)
- Associate Pastor for 10 years (1996-2005)
- Guest speaker/lecturer (currently)
 - Instructor for Kansas School of Ministry

EDUCATION

Fuller Theological Seminary – Pasadena, CA
Doctor of Ministry with emphasis on Leadership Development, 2001

Ashland Theological Seminary – Ashland, OH
Master of Divinity with emphasis on Administration, 1993

Assemblies of God Theological Seminary – Springfield, MO
Master of Arts in Christian Education, 1978

Cleveland State University – Cleveland, OH
Bachelor of Science in Chemical Engineering, 1976

TRAINING

Leadership seminars
Certified facilitator and auditor for European version of Baldrige Award.

PRESENTATIONS

Presenter at Frost & Sullivan – Medical Devices Conference
San Francisco, CA. March 14-16, 2010
Received *Most Valuable Thought Leader Award* for highly valued expertise.

Leadership Training Workshops
Church and business leaders in Dinan, France. October 2010 and June 2011

Strategic Planning Workshops for Church Business Administrators. June 2014-2016

PUBLICATIONS

“Operational Safety Issues in MRI,” Gangarosa RE, Minnis JE, Nobbe J, Praschan DC, Genberg RW. *MAGNETIC RESONANCE IMAGING*, Vol 5, pp. 287-292, 1987.

Dissertation titled, *Leadership and A Learning Organization: A CIMPLE Model.* The emphasis was on organizational culture, change management and systems thinking.

Personal Finance Made Simple, self-published at Evangel University, 2014

COMMUNITY/PROFESSIONAL

- 1983-1985 Colby, KS Lion's Club
- 1985-1995 Teen Challenge Board (Cleveland, OH) member
- 1986-1993 Regulatory Affairs Professional Society member
- 1986-1991 Heart & Hand (Inner City Ministry) Board (Cleveland, OH) member

Rev. Gregory W. Randall

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E-mail: gregrandal2@gmail.com

FORMAL EDUCATION

Assemblies of God Theological Seminary Master of Arts

Christian Ministries –Professional Ministry

Awards: Summa Cum Laude, Kappa Delta Chi Honor Society

Assemblies of God Theological Seminary Baccalaureate Equivalency

Additional Education:

Southwestern Assemblies of God University Courses in Bible and Pastoral

Berean School of the Bible Ministerial Diploma

Atlantic Community College Courses in Business Management

Trenton State College Courses in Elementary Education

Northampton County Community College Courses in Liberal Arts

North Georgia College Courses in Liberal Arts and ROTC

Summary of Graduate Education:

- Conflict Resolution in Church
- Ministry Development
- Interpersonal Techniques Helping Relationships
- Leading Change and Renewal
- Ministry in Emerging Culture
- Effective Leadership
- Theology of the Charismata
- Anthropology/Communication from Theological Perspective
- Missional Ministry: Growing Healthy Churches
- Vision-Centered Leadership and Management
- Gutenberg to Google
- 21st Century Pentecostal Ministry and Mission
- Mission of God in Biblical and Contemporary Contexts

PASTORAL MINISTRY EXPERIENCE

- District Secretary/Treasurer Northern New England Portland, ME
1999-2013
- District Dir. of Church Ministries Northern New England Portland, ME
1993-1999
- Senior Pastor Trinity Assembly of God Gray, ME
1986-1993
- Founding Pastor (Church Planter) Ellsworth Assembly of God Ellsworth, ME
1981-1986

- Youth Pastor Cedar Run Assembly of God Cedar Run, NJ
1980-1981
- Various Lay Leadership Ministry Washington Assembly of God Washington, NJ
1975-1980

EDUCATIONAL MINISTRY EXPERIENCE

- Instructor NNE District School of Ministry Portland, ME
2007-2013
- Secretary Board of Trustees of Northpoint Bible College (formerly Zion Bible College)
Bradford, MA
1999-2013
- Seminar Instructor Various District settings throughout ME, NH, VT
1993-2013
- High School Tutor
2005-2009
- Substitute Teacher Gray New Gloucester Middle & High School Gray, ME
1990-1992

Teaching Assignments:

Teaching for the NNE District School of Ministry and various seminars, I have taught and prepared the following courses (Those listed with an asterisk (*) were taught multiple times.):

- Acts (NNEDSOM) *
- Introduction to Theology (NNEDSOM) *
- Introduction to Homiletics (NNEDSOM) *
- Preaching in the Contemporary World (NNEDSOM) *
- Evangelism (NNEDSOM)
- Pastoral Ministry (NNEDSOM)
- Leadership Skills (NNEDSOM) *
- Conflict Resolution (NNEDSOM) *
- Church Administration, Finance, and Law (NNEDSOM) *
- Assemblies of God History, Missions, and Governance (NNEDSOM) *
- Breaking the Cycle of Conflict (Seminar) **
- Church Record Keeping (Seminar) *
- Creating an Effective Church Policy and Procedures Manual (Seminar) *
- Developing Your Leadership Team (Seminar) *
- Empowering Ministry Leaders (Seminar) *
- Estate Planning (Seminar) *
- Excellence: Do the Best With What You Have (Seminar) *
- In Search of Excellence (Seminar)
- Financial Accountability in the Church (Seminar) *
- Financial Management Procedures (Seminar)
- Your Financial House In Times of Uncertainty (Seminar) *
- How Much Is Your Pastor Worth? (Seminar) *
- Pastor and His Finances (Seminar) *
- Pastor and Taxes (Seminar) *

- Tax Issues for the Pastor (Seminar) *
- Maximizing Your Ministry: Integrating Spiritual Formation, Temperament and Professional Development (Seminar) *
- Navigating the Generations (Seminar)
- Preventing the Unthinkable: Sexual Abuse (Seminar) *
- Supervision of Church Workers (Seminar) *
- Things Pastors and Church Boards Need to Know (Seminar) *
- Social Networking (Seminar)

Facilitator Church Multiplication Network Church Planter Bootcamp:

Potomac District Council AG (2009)

Illinois District Council AG (2010)

In addition, I have used educational material approved by California Education Department as a tutor.

CONTINUING EDUCATION

Trained as Church Planting Boot Camp Facilitator - AG Church Multiplication Network - 2008

National Church Planting/Church Health Boot Camp - Auburn, NH - 2007

Toured Israel - 2006

Certified Lead Assessor for Church Planters - AG Home Missions Department - 2003

National Church Planters Boot Camp - Manchester, NH - 2003

Certified Stewardship Director - AG Foundation Stewardship Program - 2000

National Church Planters Boot Camp - Agawam, MA - 2000

National Church Planters Boot Camp - Cross Point Camp & Retreat Center, MO - 1999

Toured Israel – 1974

PROFESSIONAL AFFILIATIONS

- Ordained minister with the Southern Missouri District Council of the Assemblies of God (present)
- Assemblies of God General Presbyter (1999-2013)
- Assemblies of God Honorbound Motorcycle Ministries (present)

SERVICE TO THE COMMUNITY OF FAITH

Serving churches in New Jersey and Maine, I filled the roles of Sunday school superintendent, youth leader, youth pastor, church planting pastor, and senior pastor.

As Director of Church Ministries, I served the churches of Maine, New Hampshire, and Vermont supervising the various ministries of Christian education, youth and men. In addition, I led short-term missionary teams to Argentina, Colombia, Ecuador, Hungary and Paraguay. As District Secretary/Treasurer, responsibilities included oversight of all aspects ministerial credentials and District finances. During this tenure I was privileged to have established and directed the District's School of Ministry. I also served in my local home church during my District tenure in youth leadership roles and as young adult college and career facilitator.

REFERENCES

Rev. Dennis Marquardt – Superintendent

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Rev, W. Gene Petty – former NNED
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Dr. James Bradford – General Secretary
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General Council of the Assemblies of God
1445 Boonville Avenue
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Dr. Donald Meyer - President
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Waxahachie, TX 75165

Rev. Gary Blanchard – IL District Assistant
Superintendent/Secretary
gblanchard@idcag.org
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Illinois District Council
PO Box 620
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Rev. David Dillon – Appalachian
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Princeton, WV 24740

Mark Wootton

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Doctor of Ministry

OBJECTIVE

To be selected to serve as a Professor at Evangel University and utilize my experience, education, and skills to allow me to contribute to the growth and success of the university, and students.

EDUCATION

- **Doctor of Ministry** in Pentecostal Leadership, Assemblies of God Theological Seminary, Springfield, MO
Dissertation: "Improving the Coaching Skills of Sectional Presbyters in the Southern Missouri District of the Assemblies of God"
- **Master of Divinity** equivalency granted by The Assemblies of God Theological Seminary, Springfield, MO
- **Master of Arts** in Theology, Fuller Theological Seminary
- **Bachelor of Arts** in Bible, Central Bible College, Springfield, MO

ADMINISTRATIVE EXPERIENCE

2015 Interim President, Assemblies of God Credit Union, Springfield, MO

I served for five months as the interim president during a presidential transition.

Duties included oversight of sixty-seven employees at four branches and an operations center. Together we met the needs of 17,000+ members.

Assets were \$149 million.

2009 Executive Vice President, Central Bible College, Springfield, MO

Responsibilities included oversight of physical plant, security, IT, grounds, food service, and representing the President in his absence, including chairing BOA meetings.

2007-08 Vice President for College Advancement, Central Bible College, Springfield, MO

Responsibilities included:

Fundraising – This involved the creation of projects, identifying donors, soliciting donors, and managing contributions. After being in existence for 87 years, CBC's total endowments were \$3.9 million when I entered office. The total was \$6.2 million when I left office three years later.

Alumni relations – The Alumni Director and I attended numerous district councils annually and hosted numerous events to stay in contact with 20,000+ alumni and promote the college.

Scholarships – I am especially proud of the improved attention we gave to donors' intentions in regards to the scholarships they provided, and the new scholarships we created/funded.

1996-99 President, Western Bible College, Phoenix, AZ

Upon the former president's retirement, I was recommended and approved to take leadership of this commuter college with multiple sites in Arizona. Responsibilities included general oversight of the mission and operation of the college. Priorities were recruiting, fundraising, staffing, and promotion.

ACADEMIC EXPERIENCE

2013-present Evangel University, Springfield, MO

Following consolidation of Evangel University, AGTS, and CBC, I was offered tenured professor status within the new Church Ministries Division in the consolidated university.

Oversee ministerial internships.

Serve as coordinator of career advising for vocational ministry students.

2000-13 Central Bible College, Springfield, MO

2010 – Professor

2006 – Divisional Chair, Church Ministries Department

2005 – Professor

2003 – Associate Professor

2001 – Assistant Professor

2000 – Adjunct Professor

2003-present Guest instructor in District Schools of Ministry in:

Southern Missouri – Springfield and Kansas City locations

Kansas

Appalachian

Ohio

1994-99 Western Bible College, Phoenix, AZ - Instructor

This is one of the sixteen endorsed Assemblies of God colleges in the United States.

Courses taught: Pentecostal Leadership Capstone class (credentials received)

Managing Conflict/Change Evangelism in the Church

Ministerial Ethics Introduction to Church Education

Homiletics Church Administration

Ministerial Internship Spiritual Formation

Church Business and Law Church Business and Finance

Public Speaking Synoptic Gospels

New Testament Literature Pauline Epistles

Prison Epistles Pastoral Epistles

1 & 2 Thessalonians Daniel/Revelation

MINISTERIAL EXPERIENCE

2014-present Lab Church Leader, Riverside AG, Hollister, MO

I am leading a team of Evangel University students in the establishment of a new church.

2002-06 Senior Pastor, Peace Chapel AG, Fair Grove, MO

While a full-time professor at Central Bible College, I was granted permission to accept the pastorate of a church that had declined from 700+ in attendance to around 80 over 8-10 years. We were able to re-establish vision and hope. Through the help of a great congregation and God's grace we rebuilt the church to 200+ in attendance before turning it over to a full-time pastor.

1999-01 Director of Church Ministries, Park Crest AG, Springfield, MO

While working on my doctorate, I went on staff at Park Crest AG. My duties were to oversee 15 ministries within the church in order to lighten the administrative load of the pastor.

1994-99 Sectional Presbyter, South Central Section, AZ

1990-99 Senior Pastor, Evangel AG, Mesa, AZ

At the request of the Arizona District Superintendent, I submitted my name as pastor of Evangel AG. It was a snow-bird church that ran 70 in the summer and 140 in the winter. During our tenure there attendance doubled, pastoral staff was added, and missions giving tripled. We started with 1 acre, ended with 6 acres, and built a fellowship hall. During the last 5 years, I served as the Sectional Presbyter. During the last 3 years, I also served as the President of Western Bible College in Phoenix.

1987-90 Pastor, West Valley AG, Goodyear, AZ

As a 29 year old, I followed a retiring minister at West Valley with the mandate to turn this older congregation into a family friendly church. Over 3 years we grew from 50 to 80 with a noticeable demographic change. We would have stayed longer, but received the call from the Superintendent asking us to consider Evangel AG in Mesa.

1984-87 Church Planter, Capital AG, Columbus, OH

Not much to talk about here as a 25 year old church planter. However, we got enough going that they did not close it down. Under the next pastor, the church eventually grew, bought land, built, and then pulled out of the AG. The AG sued, won, and the church couldn't pay the bills so they had to shut down.

1980-84 Youth Pastor, Trinity AG, Columbus, OH

My ministry is characterized by solid biblical teaching, which is intentional, holistic and responsive to congregational needs. It is also characterized by encouragement, which leads to hope, restoration and positive ambition. These traits are God-given gifts that have helped the places where I have ministered experience spiritual and numerical growth.

BOARD/COMMITTEE EXPERIENCE

- 2015 – present: Chairman of the Assemblies of God Credit Union Board
- 2013 – 2015: Chairman of the Southern Missouri District Resolutions Committee
- 2009 – present: Assemblies of God Credit Union Delinquency Committee
- 2009 – present: Assemblies of God Credit Union Board
- 2007 – 2010: Board of Administration, Central Bible College
- 2005 – 2007 Various assessment sub-committees for initial Higher Learning

Commission accreditation for Central Bible College

- 2005 – 2007 Academic Affairs Committee at Central Bible College
- 2000 – 2015: Southern Missouri AG District Mission's Board
- 2000 – 2015: Southern Missouri AG Men's Ministry Board
- 1997: Mesa Public Schools Search committee for new Principal for Fremont

Junior High School

- 1994 – 1999: Arizona AG Presbytery Board and Sectional Presbyter
- Late 1980's: Arizona AG Christian Education Board and Sectional CE Representative
- Early 1980's: Ohio AG Youth Ministry Board and Sectional Youth Representative

ENTREPRENEURIAL EXPERIENCE

As a private investor:

I own and manage \$1.2 million in residential rental property. Duties include researching properties, negotiating with sellers, arranging financing with lenders, screening tenants, and managing maintenance requests. I started this business in 2011.

As a pastor: Each church I led was a non-profit corporation of which I was the corporate president. Corporate responsibilities included reports to the state and federal government, compliance and employment issues, budgeting, strategizing, and fundraising to supply the budget. My duties also included working with a board, staff, and numerous volunteers.

As a presbyter: I worked with the district corporation and over 20 local churches. Duties again included strategizing, reporting, and working with various committees to accomplish our goals.

As a publisher: I have worked through production, promotion, sales, and publication of my book. It has sold 4,000 copies and is contracted for translation and publication in twenty-seven languages. It was recently included by Life Publishers in a 14 book mini-library set for pastors in Myanmar.

PUBLICATIONS

Dissertation: "Improving the Coaching Skills of Sectional Presbyters in the Southern Missouri District of the Assemblies of God" – 2003

Book: *The Complete Pentecostal: More Than Just Tongues* – 2010

This book raises and biblically supports the issue that Pentecostalism was initially introduced as empowerment for witnessing and holy living in compliment with empowered speech. It has also been translated and released in Thai, Burmese, Romanian, French, Polish, Croatian, and is currently being translated into Spanish. Life Publishers recently requested a contract with me to translate it in twenty additional languages. Viewable on Amazon.

Article: "So You Want to Give a Scholarship"

The Pentecostal Evangel, January 15, 2012

Current book project:

The Office of Presbyter is a biblical and historical look at the office of the presbyter/elder. The book is intended primarily as a resource to Superintendents and Presbyters to understand the role of their office.

MISCELLANEOUS EXPERIENCE Served as Coordinator of CBC's Paraclete program, which was an onsite church consultation ministry. Our 5 day visits involved assessment, encouragement, and evaluation for the pastor and ministry. I served as the trainer and lead consultant for multiple Paraclete visits.

- Ordained with the Assemblies of God in 1983, through the Ohio District. I have remained in good standing with the Assemblies of God continually since then.
- Licensed realtor in Arizona 1988-90.
- Currently a member of the Southern Missouri District.

Appendix B

PROGRAM OUTCOMES

The Associate of Arts in Leadership offered at James River Leadership College will fulfill the following Objectives

Evangel University 20 Outcomes:

CHRIST-CENTERED: The Christ-centered Theme highlights the centrality of the person and teachings of Jesus Christ to the Christian's life and education.

- C1. **Spiritual Formation:** Practice spiritual disciplines and articulate the contribution of these disciplines to their personal relationship with Christ.
- C2. **Pentecostal Experience:** Identify the role of the Holy Spirit in their journey to spiritual maturity, drawing on the rich resources of biblical and historical Pentecostal experience.
- C3. **Biblical Interpretation:** Employ sound interpretive practices when reading Scripture.
- C4. **Ethical Decision-making:** Apply biblical principles to ethical decision-making so as to distinguish between Christ-like and non-Christ-like behaviors in a variety of personal and social contexts.
- C5. **Christian Stewardship:** Identify opportunities for and engage in stewardship of resources based on biblical principles.

EXPLORATORY: The Exploratory Theme affirms that all truth is God's truth, regardless of where it is found, opening all academic disciplines as avenues for the curious Christian scholar to explore.

- E2. **Critical Reasoning:** Recognize, follow, and construct logical arguments.
- E3. **Historical Inquiry:** Define essential issues in human history, identify ways others have addressed those issues, and explore the applicability of those approaches to other intellectual, political, social, and/or spiritual contexts.
- E4. **Research & Analysis:** Evaluate research, analyze data, and articulate arguments according to accepted methodologies in the liberal arts and sciences.
- E5. **Technological Ingenuity:** Use current technology to search and communicate information and enhance professional practice.

INTEGRATIONAL: The Integrational Theme demonstrates the ways in which the pursuit of truth aligns faith, learning, and living into an integrated whole from which students can step into their callings.

- I1. **Integrational Philosophy:** Articulate the integration of faith, learning, and life.
- I3. **Health & Fitness:** Participate in health and fitness activities and explain their importance in maintaining a strong intellectual, emotional, and spiritual life.
- I4. **Strengths & Callings:** Articulate the ways in which their personal strengths and the proficiencies they acquire through a well-rounded, interdisciplinary, liberal arts education contribute to the fulfillment of their callings.
- I5. **Faith & Science:** Relate Christian faith to the concepts, theories, and practices of science.

GLOBAL: The Global Theme encourages students to connect with others personally, locally, and globally.

- G1. **Effective Communication:** Employ effective communication appropriate to audience, context, and purpose.

G2. Healthy Relationships: Recognize and demonstrate healthy relationships in civic and personal life.

G3. Global Cultures: Demonstrate knowledge of nations and regions of the world and key historical and cultural events in those regions.

G4. Perspectives & Worldviews: Articulate their own perspectives and respect, understand, and evaluate the perspectives of other individuals and the worldviews of other people groups, historic and contemporary.

G5. Service & Witness: Articulate a personal Christian testimony and demonstrate compassionate, hospitable service in a manner appropriate for the social and cultural context.

Associate of Arts in Leadership Outcomes:

A. Knowledge Outcomes

By participating in and completing the course requirements outlined, students should be able to demonstrate a knowledge and understanding of:

7. Personal strengths and passion and their contribution to their own personal mission that integrates life-calling, work and leadership
8. Servant-leadership and how it is demonstrated through the life of a leader
9. Environmental scanning and its value for leaders
10. Traits, skills, and style of effective leaders
11. Effective use of teams
12. Effective leadership to produce change

B. Character Outcomes

By participating in and completing the course requirements outlined, students should develop a belief in, value of, and commitment to:

7. Character formation as people called to Christ-centered leadership and a life of purpose
8. Respect for individuality and diversity of others
9. Humility in developing a life of service
10. Ethical and wise decisions
11. Effective use of emotion and sensitivity to the emotions of others
12. Learning and leadership development

C. Skill Outcomes

By participating in and completing the course requirements outlined, students should develop competencies in:

7. Developing plans to accomplish personal and organizational goals
8. Engaging in appropriate environmental scanning to identify opportunities and challenges for leadership
9. Applying situational leadership principles in working with people
10. Communication to professionally create targeted and meaningful messages that convey direction, encouragement, and feedback to team members and the community
11. Problem solving by identifying root causes and making strategic decisions to address them
12. Managing change within a group or organization

Appendix C

CURRICULUM REQUIREMENTS

James River Leadership Campus
Associate of Arts in Leadership Curriculum

General Education		
Prefix	Title	Credits
BIBL 111	Essential Christianity	3
BIBL 115	Old Testament Literature	3
BIBL 116	New Testament Literature	3
ENGL 111	Composition	3
FIN 138	Personal Finance	3
PSYC 138	Psychology of Healthy Relationships	3
MATH 210	Introduction to Statistics	3
GSCI 11	General Science w/o lab	3
GOVT/HIST	Government or History Course	3
	Total General Education Credits	27
Leadership Courses		
LEAD 100	University Seminar - Leadership	1
CHMN 365	Church Business & Finance	3
LEAD 250	Personal Leadership	3
LEAD 350	Community Leadership	3
LEAD 298	Leadership Practicum	6
GOVT 224	Conflict Prevention & Resolution	3
ICST 111	Introduction to Intercultural Ministries	3
	Total Leadership Credits	22
Electives		
	Total Elective Credits	12
	Total Credits for Degree	61

Appendix D

ASSESSMENT DOCUMENTS

James River Leadership Program Assessment Grid									
Outcomes	Courses					Assessment Tool			
	LEAD 100	SERV 224	LEAD 250	LEAD 350	LEAD 298	GOVT 224	Test Items	Paper	Practicum
Knowledge - Students should be able to demonstrate a knowledge and understanding of:									
1. Personal strengths and passion and their contribution to personal mission that integrates life-calling, work and leadership.				X			X	X	
2. Servant-leadership and how it is demonstrated through the life of a leader.				X	X		X	X	
3. Environmental scanning and its value for leaders									
4. Traits, skills, and style of effective leaders				X	X				
5. Effective use of teams				X				X	
6. Effective leadership to produce change					X		X		
Character - Students should develop a belief in, value of, and commitment to:									
1. Character formation as people called to Christ-centered leadership and a life of purpose				X	X		X	X	
2. Respect for individuality and diversity of others				X	X			X	
3. Humility in developing a life of service					X			X	
4. Ethical and wise decisions				X	X		X	X	
5. Effective use of emotion and sensitivity to the emotions of others					X			X	
6. Learning and leadership development							X	X	
Skills - Students should develop competencies in:									
1. Developing plans to accomplish personal and organizational goals					X		X	X	
2. Engaging in appropriate environmental scanning to identify opportunities and challenges for leadership				X	X			X	
3. Applying situational leadership principles in working with people					X			X	
4. Communication to professionally create targeted and meaningful messages that convey direction, encouragement, and feedback to team members and the community				X	X			X	
5. Problem solving by identifying root causes and making strategic decisions to address them					X		X	X	
6. Managing change within a group or organization				X	X			X	

JRLC Student Practicum Site Evaluation

Name _____ Semester _____ Practicum Site _____

Year in Program: 1st year 2nd year

How many semesters have you been at this practicum? One Two Three Four

Please indicate how beneficial your practicum experience was to your development as a leader.

	Program Outcomes	Not beneficial at all	Minimally beneficial	Somewhat beneficial	Beneficial	Highly beneficial
1. Growth in leadership skills	K1, 4, C1-5, S3					
2. Understanding of Church Ministries						
3. Awareness of personal strengths	K1					
4. Awareness of spiritual gifts	K1					
5. Ability to work with a team	K5, C2, 5					
6. Personal discipline	S1					
7. Problem-solving	S5					
8. Servant leadership	K3					
9. Submission to leadership	C1, 3, S3					
10. Direction for Ministry	K1, S1					
11. Integration of Coursework with practicum						

Please give an indication of the percentage of time engaged in the following activities:

Leadership support, i.e. planning and review _____ %

Serving people outside your team i.e. children, youth, women _____ %

Ministry preparation i.e. set-up, tear-down _____ %

Clerical activities _____ %

Additional comments:

JRLC Practicum Student Evaluation

Student Name _____ Semester _____ Practicum Site _____

Directions: Please place an "X" in the appropriate box.

	Program Outcomes	Exceeds Expectations (5)	Meets Expectations (3)	Needs Improvement (1)	Unsatisfactory (0)
12. Attendance & Punctuality	C1				
13. Appearance	K4				
14. Dependability	C1				
15. Work in team setting	S3				
16. Servant Attitude	C1				
17. Cooperation	C1-3				
18. Initiative	S2				
19. Self-Awareness	K1, S1				
20. Ability to receive feedback	C3				
21. Leadership	K2, K4, C5, C6, S2, S3, S5				

As a developing leader, what are the student's practicum strengths?

In what areas would you like to see the student continue to develop in his/her practicum?

Practicum Score: _____/100 points (total of all scores X 2)

Practicum Supervisor: _____ Date: _____

My supervisor has reviewed this evaluation with me.

Student Signature: _____ Date: _____