

## **JEANINE PAROLINI, M.B.A., M.A., Ph.D.**

Curriculum Vitae

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### **EDUCATION**

Ph.D. (2007), Organizational Leadership. Regent University of Virginia Beach, Virginia.  
Dissertation: *Investigating the Distinctions Between Transformational and Servant Leaders.*

M.A. (2003), Transformational Leadership, Bethel University Seminary, St. Paul, Minnesota.

M.B.A. (1991) and B.A. (1983), Business Administration. Dominican University, River Forest, Illinois.

### **TEACHING AND LEADERSHIP EXPERIENCE**

MBA Program Director, Graduate School, Bethel University, St. Paul, MN; February, 2020-present. Responsibilities include overall oversight of program, faculty, curriculum, and student experience including developing collaborative relationships with internal and external partners to bring innovative change and increase enrollment. Established collaborative partnerships with MITx and edX. Provided leadership and management during a crucial time including ACBSP accreditation, adding four new progressive MBA concentrations to the program, and leading through the impact of the Covid-19 world crisis. Conducted Annual Program Review (APR) to establish future goals and objectives. Increased MBA presence and enrollment.

Teaching Partner and Leadership Coach, Graduate School, Masters of Business Administration (MBA) and Masters of Strategic Leadership (MASL), Bethel University, St. Paul, MN; 2014-present.

*Courses taught: Organizational Diagnostics & Health, Leadership Theory & Practice, Leadership Formation & Talent Management, And Business Strategy.*

***Awarded the Bethel University CAPS/GS 2019 Faculty Excellence of the Year***

Teaching Partner, Graduate School, Masters in Athletic Training Leadership, Bethel University, St. Paul, MN; 2017-present.

*Courses taught: Organizational Diagnostics & Health, Leadership Theory & Practice and Leadership Formation & Talent Management.*

Teaching Partner, Graduate School, Dissertation Adviser, and Faculty Reader, Doctor of Ministry, Masters of Arts in Divinity (MDIV) and Masters of Arts in Transformational Leadership (MATL), Bethel Seminary University, St. Paul, MN; 2007-present.

*Courses taught: The Emotionally Intelligent Spiritual Leader, Servant Leadership: An Introduction to the Theory and Practice of Transformational Servant Leadership, The*

*Servant Leader and Followers: The Art of Leadership Development, and The Servant Leader and the Inner Life: The Art of Self-Leadership. Measurement-Based Leadership, Team Leadership, Emotionally Intelligent Leadership, Transformational Servant Leadership, Stewardship, Change and the Missional Community, Leadership Communication in Global Perspective, and Change Strategies and Conflict Resolution.*

Dissertation Chair/Adviser, Graduate School, Doctor of Education, Bethel University, St. Paul, MN: 2011-present.

Teaching Partner, College of Adult and Professional Studies, Bachelors of Arts in Business Administration, Bachelors of Science in Management Information Systems, Bachelors of Science in Finance, Bachelors of Science in Accounting, Bethel University, St. Paul, MN; 2018-present

Instructor and Faculty, Graduate School, Masters of Business Administration (MBA) and Masters of Organizational Leadership (MOL), University of Northwestern, St. Paul, MN; 2016-present.

*Courses taught: Leading in the Knowledge Economy, Leading Organizational Change, Leading for Organizational Success, Personal Growth for Effective Leadership, Management and Leadership: Theory and Practice and Strategic Leadership.*

Merge Twin Cities c/o Shine in the World Ministries, Victoria, MN: September, 2017- November, 2018.

*Courses developed and taught: Surge and Engage Training (Cross cultural “heart” sensitivity training for pastoral and ministries leaders and their congregational members and teams).*

Leader of Leadership Development, Westwood Community Church, Excelsior, MN; 2009-2019.

*Courses taught: Transformational Leadership, Coaching Others Through Change, Emotional Intelligence and Health, Leading with Values, Resolving Conflict Biblically, Coaching and Mediating Conflict in Leadership, The Ministry Leader Cohort, Strengths-Based Leadership, Success through Sabbath Rest, Improving Relationships by Facing Our Blind Spot, Guiding a Team using a Holy Spirit Process, Casting a Vision, Strategy Development, Becoming an Effective Change Agent, Westwood Young Adults: Pull Together to Build Your Team, Being a Direction Setter, Leaders: Tell Your Ministry Story Well, Mentoring and Succession Planning, Focusing on Your Strengths, and College Preparation Course for High School Seniors.*

Instructor and Certification Coach, Institute of Christian Conciliation and Peace (now ICC Peace and previously known as Peacemaker Ministries), Escondido, CA: 2006-2017.

*Courses taught: Peacemaker Seminar, Conflict Coaching, Mediation, and Certification Training.*

Adjunct Instructor and Faculty, Major Project Advisor, Leadership Monograph Consultant, and Curriculum Consultant, Masters of Arts in Educational Leadership and Masters of Arts in Leadership, Trinity Western University, Langley, British Columbia: 2007 – 2013.

*Courses taught: Leadership Foundations.*

Guest Professor, Doctor of Ministry/PhD Programs, International Global School of Leadership, Manila, Philippines; Fall, 2012.

*Courses taught: Assisted Peacemaking through Conflict Coaching and Mediation.*

Guest Lecturer/Professor, Doctor of Ministry, Singapore Bible College, Singapore; Spring, 2010.

*Courses taught: Assisted Peacemaking through Conflict Coaching and Mediation.*

Adjunct Professor and Faculty, Master's Institute Seminary, St. Paul, MN; 2006-2007.

*Courses taught: Servant Leadership and Organizing an Organism.*

Adjunct Professor and Faculty, Master's Institute School of Ministry; 2005-2007.

*Courses taught: Leading Transformational Small Groups.*

Director of Adult Education, Group Life, and Leadership Development. North Heights Lutheran Church, Arden Hills, MN; 2003-2007.

*Courses taught: Peacemaking and Reconciliation, Conflict Resolution, Spiritual Gifts and Life Calling, Relationship Skills, Servant Leadership, Coaching and Mentoring, Group and Team Leadership, Deacon Training, Leadership Development, Soul Care and Healing, Spiritual Formation, Christian Discipleship, and Real Faith. Responsibilities included putting together staff and all church leadership development opportunities as well as all church group opportunities.*

Leadership Development Intern, Regional Ministries – Willow Creek Wheaton, Willow Creek Community Church, South Barrington and Wheaton, IL: 2002-2003.

*Courses taught: New Leadership Orientation, Contagious Christian, Seeker Small Group Leader Training, Coaching and Mentoring, Coaching Huddles, Super Huddles, Membership, and Leadership Retreats.*

Division Leader Intern, Single Adult Ministries, Willow Creek Community Church, South Barrington, IL; 2000-2002.

*Courses Taught: Spiritual Gifts and Life Calling, Spiritual Formation, Evangelism and Discipleship, Membership, Leadership Development and Training, Facilitation Training, Sexuality, Dating and Mating, Bible Study, Books of the Bible, Christian Disciplines, Time Management, Boundaries, Evil and Suffering, Morals and Ethics, Conflict Resolution, Relationships, Assimilating Newcomers, Group Leadership, Leading Effective Discussion Groups, Mentoring and Coaching.*

Adjunct Faculty, Olivet Nazarene University, Bourbonnais, IL: 1997-1998.

*Courses Taught: Leadership and Human Resource Management.*

Adjunct Faculty, College of DuPage, Glen Ellyn, IL: 1996-1998.

*Courses Taught: Leadership, Team Building, Conflict Resolution, Time Management, and Stress Management.*

Adjunct Faculty, Oakton Community College, Des Plaines, IL: 1996-1998.

*Courses Taught: Leadership, Project Management, Team Building, Conflict Resolution, From Conflict to Collaboration, Dealing with Problem Employees, Communicating Effectively with Employees, Effective Office Communications, Time Management, and Stress Management.*

## **ADDITIONAL PROFESSIONAL AND MINISTRY EXPERIENCES**

Consultant, Coach, Facilitator, Trainer, and Conciliator, Jeanine Parolini Consulting, 2003-present.

Director of Adult Discipleship and Small Groups, North Heights Lutheran Church, 2003-2007.

Division Leader, Program Manager, Teacher, Willow Creek Community Church, 2000-2003.

Marriage Ministry, Program Manager, Willow Creek Community Church, 1999-2000.

Principal Owner and President, The People Partners, 1996-2003.

Senior Account Representative, Data Documents, 1986-1995.

Account Representative, Data Documents, 1985-1986.

Executive Assistant, Data Documents, 1983-1984.

## **MANUALS AND MATERIALS**

*Surge Training: Cross Cultural Sensitivity and Intelligence Training for Church Leaders*, Merge Twin Cities c/o Shine in the World Ministries (Victoria, MN), 2018-present.

*Engage Training: Cross Cultural Sensitivity and Intelligence Training for Congregations and Ministries*, Merge Twin Cities c/o Shine in the World Ministries (Victoria, MN), 2018-present.

*The Ministry Leader Cohort; 4R Leadership Curriculum including Relationships, Roles, Responsibility and Results; and various leadership courses*, Westwood Community Church (Excelsior, MN), 2009- present.

*Peacemaking: A Conflict Resolution Course*, North Heights Lutheran Church (Arden Hills, MN), 2005-2007.

*Spiritual Gifts, Heart, Abilities, Personality, and Experiences (SHAPE)*, North Heights Lutheran Church (Arden Hills, MN), 2004-2007.

*Coaches Orientation*, North Heights Lutheran Church (Arden Hills, MN), 2005-2006.

*Deacon Training*, North Heights Lutheran Church (Arden Hills, MN), 2005-2006.

*Developing an Apprentice*, North Heights Lutheran Church (Arden Hills, MN), 2004-2006.

*Intentional Coaching*, North Heights Lutheran Church (Arden Hills, MN), 2004-2006.

*Servant Leadership Orientation*, North Heights Lutheran Church (Arden Hills, MN), 2004-2006.

*Small Group Leadership Orientation*, North Heights Lutheran Church (Arden Hills, MN), 2004-2006

*Relationships*, North Heights Lutheran Church (Arden Hills, IL), 2003-2006.

*New Leadership Orientation*, Willow Creek Community Church (South Barrington, IL), 2002-2003.

*Conflict Resolution Training*, The People Partners (Wheaton, IL), 1996-2000.

*Leadership Training*, The People Partners (Wheaton, IL), 1996-2000.

*Project Management Training*, The People Partners (Wheaton, IL), 1996-2000.

*Stress Management Training*, The People Partners (Wheaton, IL), 1996-2000.

*Team Leadership Training*, The People Partners (Wheaton, IL), 1996-2000.

*Time Management Training*, The People Partners (Wheaton, IL), 1996-2000.

## **ARTICLES AND SUBMISSIONS**

“Effective Christian Ministry Begins with Godly Self-Leadership” *The Portable Seminary: A Master’s Level Overview in One Volume*, 2018, Bethany House Publishers: Minneapolis, MN.

Surge Training: Cross Cultural Sensitivity and Intelligence Training for Church and Ministry Leaders, Merge Twin Cities c/o Shine in the World Ministries (Victoria, MN), 2018.

Engage Training: Cross Cultural Sensitivity and Intelligence Training for Congregations and Ministries, Merge Twin Cities c/o Shine in the World Ministries (Victoria, MN), 2018.

“Transformational Servant Leadership: A Workbook with a Fresh Approach to Leading Well” 2012, Xulon Press: Maitland, FL. ISBN: 9781622305520.

“Moving from Maturity to Renewal: An Investigation of Culture and Innovation” *International Journal of Organization Theory and Behavior*, Spring 2012, Volume 15, Issue 2, 200-238, ISSN: 1093-4537 or 1532-4273.

“Distinguishing Between Transformational and Servant Leadership” *Leadership & Organization Development Journal*, Spring 2009, Volume 30, Issue 3, 274-291, ISSN: 0143-7739.

“Investigating the Distinctions Between Transformational and Servant Leaders” Center for Creative Leadership Submission for the Kenneth E. Clark Award, September, 2007.

“Investigating the Distinctions Between Transformational and Servant Leaders” Christian Business and Faculty Conference Doctoral Showcase Submission, July, 2007.

“Investigating the Distinctions Between Transformational and Servant Leaders” Jepson School of Leadership Studies Submission for the 2007 Fredric M. Jablin Dissertation Award, July, 2007.

“Investigating the Distinctions Between Transformational and Servant Leaders” *Doctoral Dissertation*, Defended on February 12, 2007.

"Leaving a Legacy of Peacemaking in Minnesota" *Peacemaker Magazine*, Fall, 2006.

“Blooming from the Inside Out” *North Heights Lutheran Church UpToDate Publication*, September, 2006.

“Back to School” *North Heights Lutheran Church UpToDate Publication*, August, 2006.

“Blooming from the Inside Out” *North Heights Lutheran Church UpToDate Publication*, March, 2006.

“You Too Have a Story to Tell” *North Heights Lutheran Church UpToDate Publication*, February, 2006.

“Reconciliation as your 2006 Resolution” *North Heights Lutheran Church UpToDate Publication*, January, 2006.

"Idolatry and Materialism" *Peacemaker Ministries Peace Meal*. October, 2005.

“How do you feel about Conflict” *North Heights Lutheran Church UpToDate Publication*, March, 2005.

“Solutions for your Resolutions” *North Heights Lutheran Church UpToDate Publication*, January, 2005.

“Together in the Spirit” *North Heights Lutheran Church UpToDate Publication*, January, 2005.

“All Church Leadership Event: Together in the Spirit” *North Heights Lutheran Church UpToDate Publication*, October, 2004.

“A Clear Pathway at North Heights” *North Heights Lutheran Church UpToDate Publication*, September, 2004.

“A Vision to Equip” *North Heights Lutheran Church UpToDate Publication*, June, 2004.

"From Marketplace to Ministry" *ChristianityToday.com*, May, 2004.

“A New SHAPE for North Heights” *North Heights Lutheran Church UpToDate Publication*, December, 2003.

## **PRESENTATIONS**

“Emotional Intelligence in Unprecedented Times” Bethel University MBA Webinar, February, 2021.

“Dating and Relating” Twin Cities and King’s Ranch Singles, September, 2020.

“Leadership Boost” Northwest Respiratory Services, September, 2019.

“Practical Tools for Pastors and Ministry Leaders to Assess and Implement Cultural Awareness and Inclusion” Conservative Congregational Christian Conference, July, 2019.

“Leading Through Change” Bethel University Faculty/Staff Development, April, 2019.

“The Importance of Boundaries for Leaders” Bethel University Faculty/Staff Development, February and May, 2019.

“Crossing Cultures: Sharing Our Faith Through Friendship” Salem Covenant Church, January, 2019.

“Practical Tools for Pastors and Ministry Leaders to Assess and Implement Cultural Awareness and Inclusion” Transform Minnesota, November, 2018.

“Healthy Work Environment” Bethel University Faculty/Staff Development, November, 2018.

“Inclusion, Church Growth, and Ethics” Liberian Minister’s Association, November, 2018.

“Learning to Manage Yourself” Bethel University Faculty/Staff Development, October, 2018.

“Transformational Servant Leadership” Kingdom Live Broadcast, September, 2018.

“Rise Up to Surrender” TransCEA Bible Church 2018 National Retreat, Brooklyn Park, MN, July, 2018.

“Transformational Leadership” Westwood Community Church – Bush Lake Road Campus, Excelsior, MN, June & July, 2018.

“Leading Diverse Teams” Fridley United Methodist Pastors Conference, Fridley, MN, June, 2018.

“How to Lead with Emotional Intelligence” Transform MN, May, 2018.

“Effective Christian Leadership Begins with Godly Self-Leadership” University of Northwestern Scholarship Symposium, May, 2018.

Surge Training: Cross Cultural Sensitivity and Intelligence Training for Church and Ministry Leaders, Merge Twin Cities, April, 2018-present.

Engage Training: Cross Cultural Sensitivity and Intelligence Training for Congregations and Ministries, Merge Twin Cities, April, 2018-present.

“Godly Self-Leadership and Emotional Intelligence” Freshwater Community Church Mothers of Preschoolers (MOPS) (Waconia, MN), April, 2018.

“The Parable of the Sower” Destiny Faith Ministries (Brooklyn Park, MN), March, 2018.

“Godly Self-Leadership and Emotional Intelligence” iShare (Augsburg University, Minneapolis, MN), January, 2018.

“Choose Truth to be Set Free” Westwood Community Church Mothers of Preschoolers (MOPS) (Excelsior, MN), December, 2017.

“Transformational Servant Leadership” Minnesota Church Ministries Association (Brooklyn Park, MN), September, 2017.

“Church and Organizational Health” Minnesota Church Ministries Association (Brooklyn Park, MN), September, 2017.

“Sacrificial Leadership in an Age of Narcissism” Minnesota Church Ministries Association (Brooklyn Park, MN), October, 2016.

“Footprints in the Sand” Westwood Community Church (Chanhassen, MN), January 2016.

“Transformational Servant Leadership” Minnesota Church Ministries Association (Brooklyn Park, MN), October, 2015.

“Biblical Peace-Making for Daily Life and Leadership” Minnesota Church Ministries Association (Brooklyn Park, MN), October, 2015.

“Strategies for Managing Change” Affiliated Emergency Veterinary Service (Eden Prairie, MN), September, 2015.

“The Emotionally Intelligent Spiritual Leader” Minnesota Church Ministries Association (Brooklyn Park, MN), October, 2014.

“Transformational Servant Leadership” IWorkForHim Radio Program WTIS1110 (Tampa, FL), August, 2014.

“Getting from Here to There: Your influence and impact will get us there” Westbrook Community Church (Chaska, MN), January, 2014.

“Transformational Servant Leadership” IWorkForHim Radio Program WTIS1110 (Tampa, FL), January, 2014.



“Human Dignity and Gender Neutrality, Sexual & Human Trafficking, and Racism” Calvary Baptist Church (Roseville, MN), November, 2013.

“Resolving Conflict Before it Becomes a Crisis” Affiliated Emergency Veterinary Service (Blaine, MN), October, 2013.

“Influencing for Results For Veterinary Professionals” Affiliated Emergency Veterinary Service (Eden Prairie, MN), October, 2013.

“Biblical Peacemaking for Coaches” Reformed Church of America (Steen, MN), September, 2013.

“Leading with Emotional Intelligence” Westwood Community Church MOPS Leadership Team, (Excelsior, MN), September, 2013.

“Resolving Conflict Before it Becomes a Crisis” Affiliated Emergency Veterinary Service (Eden Prairie, MN), May, 2013.

“Leading the Way: Leadership Principles for Veterinary Professionals” Affiliated Emergency Veterinary Service (Eden Prairie, MN), October/November, 2012.

“The Emotionally Intelligent Spiritual Leader” Cru Inner City/Here’s Life Inner City (Bloomington, MN), October, 2012.

“Biblical Peacemaking for Daily Life & Leadership” Bethel University Student Life Team (St. Paul, MN), October 2012.

“Biblical Peacemaking for Daily Life and Leadership” Reformed Church of America (Silver Creek, MN), September, 2012.

“Build Your Team, Build Your Practice: Key Principles for Effective Teams” Affiliated Emergency Veterinary Service (Coon Rapids, MN), June, 2012.

“The Emotionally Intelligent Spiritual Leader” Bethel University (Arden Hills, MN), May, 2012.

“The Emotionally Intelligent Spiritual Leader” Bethel University (Bloomington, MN), March, 2012.

“Being a Grace-Filled Team Leader” Woodbury Baptist Church (Woodbury, MN), January 2012.

“Godly Thinking about Leadership and Influence, Part 2” Woodbury Baptist Church (Woodbury, MN), January 2012.

“Godly Thinking about Leadership and Influence, Part 1” Woodbury Baptist Church (Woodbury, MN), January 2012.

“Living Out Acts 6” Woodbury Baptist Church (Woodbury, MN), January 2012.

- “Do You See What I See?” Woodbury Baptist Church (Woodbury, MN), January 2012.
- “How to Raise the Next Generation of Leaders in Your Church” Minnesota Church Ministries Association (Brooklyn Park, MN), October, 2011.
- “Feminine Leadership: Influencing Faith, Hope and Love in the Home, Community and World” Converge/Minnesota-Iowa Baptist Conference (Trout Lake Camp, MN), September, 2011.
- “Leading Big for Small Group Leaders” Westwood Community Church (Excelsior, MN), September, 2011.
- “Biblical Peacemaking: Applying the Gospel to Daily Life & Leadership” Bethel University (Bloomington, IL), February, 2011.
- “Catch the Vision for Leadership” Westwood Community Church (Excelsior, MN), February, 2011.
- “Your Context Matters: The Impact of History, Culture, Size & Demographics” Minnesota Church Ministries Association (Brooklyn Park, MN), September, 2010.
- “Team Leadership: Together We’ve Got it Covered” Minnesota Church Ministries Association (Brooklyn Park, MN), September, 2010.
- “Peacemaking for Church Leaders” Singapore Bible College (Singapore), May, 2010.
- “Discovering Your Unique Leadership Role” North India Community Outreach (Shimla and New Delhi, India), April, 2010.
- “Peacemaking: Resolving Conflict Biblically” Westwood Community Church (Excelsior, MN), January & February, 2010.
- “To Serve or be Served: A Critical Question for All Leaders” International Leadership Association (Prague, Czech Republic), November, 2009.
- “Engaging Your Story: Integrating Life and Leadership” Bethel University Women’s Leadership Initiative (St. Paul, MN), October, 2009.
- “Business Not as Usual” Fellowship of Christian Business and Professional Women Quarterly Luncheon (Minneapolis, MN), May, 2009.
- “Distinguishing Between Transformational and Servant Leadership” Trinity Western University Faculty Retreat (Langley, British Columbia, Canada), April, 2009.
- “Finding Yourself at the Table” Bethel University Women’s Leadership Initiative (St. Paul, MN), April, 2009.

- “What is Heart Intelligence and How do I Get it?” Bethel University Thinking Women’s Group (St. Paul, MN), March, 2009.
- “Reconciliation and Peacemaking for Unity within the Church” Masih Marg Satsung (Christ The Way and Truth Fellowship) Church (Shimla, India), February, 2009.
- “Biblical Peacemaking and Reconciliation for Pastors and Church Leaders” North India Community Outreach Bible School (New Shimla, India), February, 2009.
- “A Moral and Transformational Vision” Regent University (Virginia Beach, VA), October, 2008.
- “Leadership for the Now: Building Your Team with the Vision of a CEO and the Heart of a Shepherd” Bethel University and Seminary (St. Paul, MN), October, 2008.
- “Integrating Transformational and Servant Leadership” University of Minnesota Student Group (Minneapolis, MN), March, 2008.
- “Becoming More Like Jesus Through Romans 7” Orissa Evangelical Fellowship Leadership Conference (Nabarangpur, India), November, 2007.
- “Becoming More Like Jesus Through Philippians 2” Orissa Evangelical Fellowship Leadership Conference (Nabarangpur, India), November, 2007.
- “Becoming More Like Jesus Through Biblical Peacemaking and Reconciliation” Orissa Evangelical Fellowship Leadership Conference (Nabarangpur, India), November, 2007.
- “Investigating the Distinctions Between Transformational and Servant Leadership” Christian Business and Faculty Association Annual Conference (Seattle Pacific University, Seattle WA), October, 2007.
- “Living Out Your Unique Personality” Degree of Honor Staff Development Day (St. Paul, MN), May, 2007.
- “The Peacemaker Seminar” Lake Avenue Congregational Church (Pasadena, CA), February, 2007.
- “Becoming a Peacemaking Church” Fellowship Missionary Baptist Church Leadership Development Day (St. Paul, MN), February, 2007.
- “Servant Leadership and Altruism: Is the Moral Consciousness of the Servant Leader What America Needs?” International Leadership Association Annual Conference (Chicago, IL), November, 2006.
- “Investigating the Relationship Between Emotional Intelligence and Ethics” International Leadership Association Annual Conference (Chicago, IL), November, 2006.
- “Team Unity” Woodbury Lutheran Church, Staff Development Retreat (Woodbury, MN), August, 2006.

“Relationships” North Heights Children’s Ministry Youth Leader Conference (Arden Hills, MN), June, 2006.

“Living Out Your Unique Strengths” Degree of Honor Staff Development Day (St. Paul, MN), April, 2006.

“Living Out Your Unique Strengths” North Heights Lutheran Church Children’s Ministry Staff Development Day (Arden Hills, MN), April, 2006.

“Living Out Your Unique Strengths” Master’s Institute Seminary Staff Development Day (St. Paul, MN), January, 2006.

“Communication and Conflict” North Heights Lutheran Church Marriage Ministry (Arden Hills, IL), August, 2005.

Community Through Small Groups” University Lutheran Church of Hope (Minneapolis, MN), August, 2005.

"Investigating the Use of the Romans 12 Gifts in Religious and Non-Religious Communities" Regent University International Leadership Conference (Virginia Beach, VA), August, 2005.

"Discovering the Inner Nature or Character of the Servant Leader" Regent University School of Global Leadership and Entrepreneurship Servant Leadership Research Roundtable Discussion (Virginia Beach, VA), August, 2005.

"Investigating the Relationships Among Emotional Intelligence, Servant Leadership Behaviors and Servant Leadership Culture" Regent University School of Global Leadership and Entrepreneurship Servant Leadership Research Roundtable (Virginia Beach, VA). August, 2005

“Relating Through Differences” North Heights Lutheran Church Children’s Ministry Youth Leader Conference (Arden Hills, MN), June, 2005.

“How to Respond to Other People’s Agendas Without Losing Your Own!” North Heights Lutheran Church Women’s Leadership Training (Arden Hills, MN), May, 2005.

“From Blisters to Bliss” North Heights Lutheran Church Marriage Ministry (Arden Hills), April, 2005.

"The Correlation Between Emotional Intelligence and Servant Leadership Behaviors of Service, Empowerment, and Vision Casting" American Society of Business and Behavioral Sciences Annual Conference (Las Vegas, NV), February, 2005.

“Abolish Boredom: Making Adult Classes Captivating” Minnesota Church Ministries Association Annual Conference (MMCA) (Minnetonka, MN), September, 2004.

“Living Out Your Unique Strengths” North Heights Lutheran Church Youth Ministry Staff Development Day (Arden Hills, MN), September, 2004.

"Effective Servant Leadership: A Model Incorporating Servant Leadership and the Competing Values Framework" Regent University School of Global Leadership and Entrepreneurship Servant Leadership Research Roundtable (Virginia Beach, VA), August, 2004.

“Teaching for a New Calling in Luke 8:19-21” North Heights Lutheran Church Sunday Services (Arden Hills, MN), May, 2004.

“You Were Made For a Mission” North Heights Lutheran Church Lenten Services, April, 2004.

“Authentic Unity” North Heights Lutheran Church Women’s Leadership Retreat (Arden Hills, MN), November, 2003.

“Resolving Conflict as a Leader of Leaders” Willow Creek Community Church Regional Leadership Retreat (Wheaton, IL), January 2003.

“Biblical Leadership” Hosanna! Lutheran Church Leadership Development (Lakeville, MN), July, 2002.

“Conflict Management” Village of Carol Stream (Carol Stream, IL), July, 1998.

“Time Mastery” Vantage Financial Partners Staff Development (Arlington Heights, IL), July, 1998.

“Coping with Stress” The Illinois Parks and Recreation Association Annual Conference (North Aurora, IL), January, 1998.

“Finding Balance in a World of Choices” Executive Women’s Leadership Group (Rolling Meadows, IL), November, 1997.

“Finding Balance in a Limitless World” Executive Women’s Leadership Group (Rolling Meadows, IL), November, 1997.

“DiSC Personality Training” Caremark Corporation Staff Leadership Development (Northbrook, IL), October, 1997.

“Personal and Time Management II” Drummond American Staff Development (Vernon Hills, IL), September, 1997.

“Personal and Time Management I” Drummond American Staff Development (Vernon Hills, IL), August, 1997.

“Stress Management: Achieving Life Balance” Rainbows Staff Leadership Development, July, 1997.

“Visioning and Goal Setting” John S. Swift Corporation Staff Leadership Development (Buffalo Grove, IL), May, 1997.

“Building Team Trust” Vantage Financial Partners Staff Development (Arlington Heights, IL), April, 1997.

“Managing Stress” The National College of Chiropractic Annual Conference (Lombard, IL), March, 1997.

“Life Balance in Managing Stress” Olivet Nazarene University Faculty Leadership (Bourbonnais, IL), March, 1997.

“Time Mastery” Racing Champions (Glen Ellyn, IL), February, 1997.

“Conflict Resolution” Government Training Network (Lombard, IL), February, 1997.

“Strategic Listening” Carol Stream Chamber of Commerce (Carol Stream, IL), February, 1997.

“Strategic Listening” Naperville Rotary Club (Naperville, IL), February, 1997.

“Stress and Coping Skills” Carol Stream Rotary Club (Carol Stream, IL), December, 1996.

“Coping with Stress” WYLL 106.7 Sandy Rios Live Radio Show (Park Ridge, IL), November, 1996.

“Time Mastery” Paramount Arts Center Staff Development (Aurora, IL), September, 1996.

“Christian Ethics and Morality” Russian Faculty and Administrators Leadership Conference (Kizlovotz and Pyatigorsk, Russia), September, 1993.

## **CONSULTATION AND COACHING**

AAA Chicago Motor Club, Des Plaines, IL.

Act II/Lady Remington Jewelry, Bensenville, IL.

Affiliated Emergency Veterinary Service, Eden Prairie, MN.

Albert Wohlers Insurance, Park Ridge, IL.

Bethel Christian Fellowship, St. Paul, MN.

Bethel Seminary, St. Paul, MN.

Bethel University, St. Paul, MN.

Brooklyn Park Lutheran Church, Brooklyn Park, MN.

Callahan & Company/Clark, Boardman, & Callaghan, Glenview/Deerfield, IL.

Chapel Hill Academy, Chanhassen, MN.

Christ Church PCA, Bloomington/Normal, IL.

Christus Victor Lutheran Church, Apple Valley, MN.

Church of God Holiness, World Mission Board.

Church of the Covenant, New York, NY.

Cornerstone Community Church, Owatonna, MN.

Crate and Barrel, Northbrook, IL.

Cru Inner City/Here's Life Inner City, Minneapolis, MN.

Dare to Believe Ministry, Burnsville, MN.

Degree of Honor Insurance Company, St. Paul, MN.

Drummond American Corporation, Buffalo Grove, IL.

Eaglebrook Church, Centerville, MN.

Edgumbe Presbyterian Church, St. Paul, MN.

Emmaus Church, Northfield, MN.

Fellowship of Christian Business and Professional Women, St. Paul, MN.

Fellowship Missionary Baptist Church, Minneapolis, MN.

Grace Church, Eden Prairie, MN.

Grainger, Lincolnshire, IL.

Hallmark Data Corporation, Niles, IL.

Halo Lighting, Niles, IL.

H. B. Fuller, Vadnais Heights, MN.

Honeywell, Arlington Heights, IL.

Hosanna! Lutheran Church, Lakeville, MN.

John S. Swift Company, Inc. Buffalo Grove, IL.

Lake Avenue Church, Pasadena, CA.

Lakeview Christian Academy, Duluth, MN.

LivingWaters Church, Lakeville, MN.

Master's Institute, St. Paul, MN.

MERGE Twin Cities c/o Shine in the World Ministries, Victoria, MN.

Metamor Technologies, Chicago, IL.

New Beginnings Christian Church, Eagan, MN.

Northwest Respiratory Services, St. Paul, MN.

North Heights Lutheran Church, Arden Hills, MN.

North India Community Outreach, Simla and New Delhi, India.

Orissa Evangelical Fellowship, Orissa, India.

Outboard Marine Corporation, Waukegan, IL.

Paramount Arts Center, Aurora, IL.

Peacemaker Ministries, Billings, MT.

Racing Champions, Glen Ellyn, IL.

Rainbows, Schaumburg, IL.

Redeemer Presbyterian Church (PCA), Winston-Salem, NC.

Russian School System, Kizlovotz and Pyatigorsk, Russia.

Salem Covenant Church,

Stepping Ahead, Ltd., Chanhassen, MN.

Sperry & Hutchinson Company, Hillside, IL.

Trinity Western University, Langley, British Columbia, Canada.

University Lutheran Church of Hope, Minneapolis, MN.



Vantage Financial Partners, Arlington Heights, IL.

Village of Carol Stream, Carol Stream, IL.

VMS Realty, Chicago, IL.

Water's Edge Counseling & Healing Center, Burnsville, MN.

Wayzata Public Schools, Wayzata, MN.

Westbrook Community Church, Chaska, MN.

Westwood Community Church, Excelsior, MN.

Willow Creek Community Church, South Barrington, IL.

Woodbury Baptist Church, Woodbury, MN.

Woodbury Lutheran Church, Woodbury, MN.

## **PROFESSIONAL DEVELOPMENT AND CERTIFICATIONS**

Mental Health First-Aid Training, Bethel University, National Council for Behavioral Health, Bethel University, February, 2020.

InterGroup Dialogue Training and IDI (Intercultural Development Inventory) Assessment, Bethel University, 2018.

StrengthsCoach I, Gallup University. Additional StrengthsCoaching and training through Bethel University in 2017/2018.

University of Northwestern Writers Group, St. Paul, MN, Summer 2019 and Summer 2020.

University of Northwestern Writers Conference, St. Paul, MN, 2017, 2018, 2019.

Certified Christian Conciliator™, Institute of Christian Conciliation™ and Peace, previously a division of Peacemaker® Ministries.

## **AWARDS AND HONORS**

The CAPS/GS Faculty Excellence of the Year Award, Bethel University, 2019.

Dissertation selected by The Christian Business and Faculty Association to be presented in the Doctoral Showcase session during the annual conference, Seattle Pacific University, 2007.

Outstanding Ph.D. in Organizational Leadership Dissertation of the Year Award, School of Global Leadership and Entrepreneurship, Regent University, 2007.

Who's Who in American Colleges and Universities.

Outstanding Ph.D. Student, School of Global Leadership and Entrepreneurship, Regent University, 2004-2005.

Magna Cum Laude, Masters in Transformational Leadership, Bethel Seminary, Bethel University, 2003.

Outstanding Supplier of the Year Designation from Grainger.

Four President's Honor Roll Awards for Outstanding Performance, Data Documents, A Subsidiary of Pitney Bowes (now Corporate Express).

## **UNIVERSITY AND OTHER SERVICE**

Bethel University MBA Bible Study, Founder and Leader, January 2021- present.

Advancing Women in Leadership Virtual Conference, Bethel University Lunch & Learn Group Leader, March, 2021

Powers Ridge Condominiums, Board Member, 2019 to March, 2021.

Staff and Supervisor Development, Bethel University, 2018 to 2020.

Personal Learning Community Leadership on Teaching and Learning in Online Courses, Bethel University Faculty, November 2017 – April, 2018.

Faculty Development Committee, Bethel University, 2016-2018.

Bethel Seminary Alumni Council Team Member, Bethel Seminary, Bethel University, 2005-2017.

Leader of Leadership Development, Wellspring Leadership Ministry, Westwood Community Church, Excelsior, MN, 2009 - 2019.

Communion Server, Usher and Greeter, Westwood Community Church, Excelsior, MN, 2015 – 2020.

Assessment Committee, Bethel University, 2016-2017.

Women in Leadership Initiative, Bethel University, 2008 – 2010.

Co-Leader of Ph.D. Student Mentoring Program and Mentor, School of Global Leadership and Entrepreneurship, Regent University, 2004-2007.

Co-Leader of Bethel Seminary Intensives Chapels, Bethel Seminary, Bethel University, 2001-2003.