

## Personal Summary

My academic and professional career is highlighted by 25+ years of organizational leadership and general management, mostly in non-profit organizations. Throughout my career, I have taken initiative, provided strategic and operational leadership, built strong, empowered teams, executed to achieve organizational objectives, and consistently produced results. I enjoy the relational interaction necessary to design and implement effective strategies, and am passionate about the dynamic relationship between organizational leaders/staff and the cultural values, strategies, systems, and structures of the organization.

## Professional Profile

- 25+ years in leadership, teaching, communication, and consulting roles
- Have taught in numerous cross-cultural contexts
- Fields of interest and expertise: leadership theory, group dynamics, leadership emergence, organizational design, organizational leadership theory, conflict management, strategic planning
- Experience with both Blackboard and Canvas online teaching platforms
- Skilled with qualitative and quantitative research, data analysis (SPSS), and instrument development

## Education

**Doctor of Philosophy, Organizational Leadership**, Regent University, School of Business and Leadership  
**Specialization: Ecclesial leadership**

- Dissertation: Dobrotka, S. P. (2018). *Measuring clergy effectiveness: The development and validation of the clergy effectiveness scale*. (Order No. 10794016). Available from ProQuest Dissertations & Theses global. (2038561662).
- Coursework gave attention to individual, group, and organizational theories
- Conducted qualitative, quantitative, and exegetical research in organizational leadership
- Studied social-scientific research methodologies such as social-rhetorical analysis in the application of ancient, historical, and/or written texts to contemporary leadership theory and praxis
- Nominated for Who's Who Among Students in American Universities & Colleges (2017)

**Master of Arts, Cross-Cultural Studies**, Fuller Theological Seminary, School of Intercultural Studies

- Thesis: Dobrotka, S. P. (1990). *Effective leadership training for planting churches* (Order No. 1340038). Available from ProQuest Dissertations & Theses Global. (303892002).
- Studied leadership emergence patterns under Dr. Bobby Clinton, as well as, leadership theories, communication strategies, church planting, organizational change, and curriculum design
- Teaching Assistant for Dr. C. Peter Wagner, "Understanding Church Growth"

**Master of Arts, Theology**, Fuller Theological Seminary, School of Theology

**Bachelor of Arts, Biblical Studies (OT)**, Oral Roberts University

- Senior Paper: "Abraham's Role in the Establishment of Monotheism"

## Formal Teaching Experience

**SUM Bible College & Theological Seminary, El Dorado Hills, CA** ([www.sum.edu](http://www.sum.edu))

2017 to Present

*Adjunct Faculty (Live classes via Zoom online platform)*

Undergraduate courses taught:

- *Church Leadership (Fall 2017)*
- *Establishing Church and Community Ministry (Winter 2018)*

Graduate courses taught:

- *Strategic Planning (Spring 2018)*
- *Principles of Leadership 2 (Spring 2018)*
- *Leadership Formation and Development (Fall 2018)*
- *Managing Change and Conflict in Organizations (Winter 2019)*

## Key Accomplishments

- Leadership Development
- Taught/mentored 34 students at the Bachelors level; 71 at Masters level

**Southeastern University, Lakeland, FL** (<https://www.seu.edu>)  
*Adjunct Faculty (Live classes at Concord, NC satellite)*

2017 to Present

Undergraduate courses taught:

- *Survey of Christian Theology (Fall 2017)*
- *Theology of God and Humanity (Fall 2018)*
- *Hermeneutics (Spring 2019)*

**Key Accomplishments**

- Leadership Development
- Taught/mentored 34 students at the Bachelors level

**Development Associates International, Colorado Springs, CO** ([www.daintl.org](http://www.daintl.org))  
*Adjunct Faculty*

2010 to Present

DAI partners with universities and colleges in developing countries to provide an MA program in Organizational Leadership. Graduate courses taught:

- *Conflict Management and Resolution*
  - Nepal Ebenezer Bible College, Kathmandu, Nepal (2012)
  - Sam Higginbottom Inst. of Agriculture, Tech. and Sciences, Hyderabad, India (2011)
- *Strategic Management*
  - Uganda Christian University, Kampala, Uganda (2010, 2012, 2013, 2014)
  - ECWA Theological Seminary, Abuja, Nigeria (2018)
- *Ethics for Living & Leading (2017)*
  - Martin Luther Christian University, Vellore, India
- *Teaching and Learning for Impact (2019)*
  - ECWA Theological Seminary, Abuja, Nigeria (2018)

**Key Accomplishments**

- Leadership development
- Taught and mentored 158 students at the Masters level

### **Employment History and Professional Experience**

**Grace Covenant Church, Statesville, NC** (<http://gracecovenant.org>)  
*Campus Pastor*

2018 to present

Grace Covenant Church has three campus locations in the north Charlotte region: Cornelius, Denver, and Statesville. As campus pastor I oversee and manage all ministry programs that occur on the Statesville campus, as well as, preach each weekend.

**Key Accomplishments**

- Leadership development
- Manage young leadership staff with special attention given to affirmation of calling to ministry, as well as, the development of ministry skills
- Launched new ministry groups by identifying and empowering young leaders.

**Southeast District Office of the Foursquare Church, Concord, NC** ([www.sedfoursquare.org](http://www.sedfoursquare.org)) 2012 to 2016  
*Director of Leader & Church Development*

The Southeast District has approximately 160 congregations in a 6-state region (NC, SC, TN, GA, AL, FL). I was hired from outside the denomination in order to improve organizational trust from pastors, and to facilitate new approaches to ministry and leadership behaviors for church leaders. I travelled throughout the district to meet with pastors and congregation leaders in order to provide training, crisis intervention, consulting, and/or coaching.

**Key Accomplishments**

- Curriculum design
- Developed a 2-year coach/cohort curriculum (9 group sessions) that gave attention to organizational development of churches to more than 450 pastors and church leaders in 52 congregations
- Served as coach for Orlando cohort (8 church leadership teams)
- Teaching/training
- Created curriculum for one-day sessions (“Transformed to Change”) that addressed leadership and organizational needs of churches
- Presenter for one of the four workshops at 6 regional gatherings to approximately 600 pastors and church leaders

**Housatonic Habitat for Humanity, Danbury, CT ([www.housatonic Habitat.org](http://www.housatonic Habitat.org))**

2009 to 2011

*Executive Director*

HHforH is a relatively small affiliate of the international organization. I came into this role at the height of the most recent economic recession. Leadership priority was given to the development of organizational competency and capacity, and maintaining the existing donor base.

**Key Accomplishments**

- Organizational Development
- Developed and implemented policies and procedures for all aspects of organization: Site Selection, Construction, Family Selection, Family Services, Congregation Relations, Volunteer Engagement
- Oversaw creation/implementation of employee handbook, payroll direct deposit, and employee health insurance
- Expanded Service Area from 10 to 16 towns
- Restructured the Family Selection process to make it conform to Habitat International standards, as well as, shorten its timeframe from 14 weeks to 6 weeks (with no increase in costs)
- Relocated offices to a much more prominent and visible location
- Opened a ReStore to offset overhead costs (think Goodwill for building materials)
- Staff grew from 3 to 7

**Walnut Hill Community Church, Bethel, CT ([www.walnuthillcc.org](http://www.walnuthillcc.org))**

2001 to 2008

*Pastor of Outreach & Mission and Pastor of Adult Discipleship*

Walnut Hill is a non-denominational church in southwestern CT that averaged 2,000 people in 5 weekend services. As pastor of outreach (2001 to 2005) I oversaw both local and global initiatives, developing partnerships with indigenous organizations in Rwanda, Bangladesh, and India. In 2005 I was asked to switch roles in order to cover a significant gap in adult ministries. As pastor of adult discipleship I oversaw the development of a framework for all spiritual formation efforts which were integrated throughout adult ministries, as well as, 40+ community-based small groups. As the first full-time pastor in both roles I had to develop the job description and establish organizational fit as I went.

**Key Accomplishments**

- Organizational Development
- Co-leader of team charged with identifying and defining Walnut Hill's vision & values following a transition in senior pastor
- Leadership Development
- Provided direction and leadership for Local Outreach (8 members) and Global Outreach (12 members), and Adult Discipleship (8 people) teams
- Initiated short-term (9 mos. - 1 year) cross-cultural internship opportunities for young people interested in pursuing long-term cross-cultural service (6 people)
- Provided pastoral care and oversight to 37 Missionary families
- Developed and implemented a training program that sent out 22 service teams (300 people) to 8 different countries
- Program / Curriculum Development
- Created a Life Group "Starter Kit" which allowed groups members to connect relationally, at a deep level, quickly.
- Lead role in "100 Days That Changed A Life" – a series that integrated sermons, service content (6 services; 3 different forms), small group content, and children/youth programs, including the creation of a 100-day devotional written by 50 different contributors.
- Teaching/ Speaking
- Preached 6-10 times a year in 4 weekend services (audio sermons available upon request)
- Taught numerous seminars and workshops, and classes

**North Woods Community Church, N. St. Paul, MN**

1993 to 1998

*Senior Pastor*

North Woods was the result of a merger between two small congregations (32 people combined). Significant time and energy was given to changing the organizational climate and culture. Due to its small size I also worked part-time as a sales rep for a printing/fabrication company.

**Key Accomplishments**

- Leadership Development
- Wrote and presented workshop: "The making of a leader"
- Organizational Development
- Wrote and presented workshop at District Conference: "Effective strategies for implementing change within your church"
- Paid off debt and managed interior & exterior remodeling of building

- Teaching/  
Speaking
- Saw overall church income increase 32%
- Church grew to about 75 weekly attenders
- Preached in approximately 75% – 80% of weekend services over a 6-year period

**North Way Christian Community Church, Wexford, PA** ([www.northway.org](http://www.northway.org))  
*Youth Pastor*

1984 to 1987

When I arrived in 1984, North Way had approximately 300 weekly attenders. By the time I left to attend seminary in 1987 it had grown to almost 1,000 attenders.

**Key Accomplishments**

- Organizational Development
- Youth group grew from a weekly average of 35 to 150+ kids (Jr & Sr High)
- Built a team of 15 lay leaders to invest in / mentor Jr & Sr High youth

**Professional Affiliations**

Foursquare Scholars

**Personal Information**

Family Status: Married to Betsy. Three adult children on their own.

Pastoral Credentials: Ordained

Personal Interests: Bike rides with Betsy, travel (31 countries so far), reading John Grisham novels, and losing some golf balls a couple times a year