

# SHANNON E. POLK

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## EDUCATION

Assemblies of God Theological Seminary at Evangel University

### **D. Min. Missional Leadership**

**2017**

Project: Creating Pathways to Leadership for Women of Color in the Assemblies of God

Project Advisor: Johan Mostert, D. Phil

Biblical Literature Advisor: Deborah Menken Gill, Ph.D.

Western Michigan University – Cooley Law School

### **J.D. Litigation**

**2003**

Licensed to practice law in the State of Michigan

Michigan State University – James Madison College

### **B.A. International Relations**

**1994**

Areas of Concentration: Latin America and the Caribbean, Political Economy

Minor: Spanish

## RESEARCH INTEREST

My research explores the intersectionality within underrepresented groups and leadership in the nonprofit sector. Utilizing empirical methodologies and an interdisciplinary approach, my research examines the laws, policies, and practices of public and charitable organizations that impact diversity and inclusion of marginalized groups.

## TEACHING EXPERIENCE

SUM Bible College and Seminary

### **Adjunct Professor**

**2018 – present**

- Teach Leadership and Organizational Management to graduate students in an online environment

Council of Michigan Foundations, Michigan (various locations)

### **Co-Facilitator, Mentoring Program**

**2014 - present**

- Collaborate on curriculum and syllabus for nine-month leadership development program for mid-career professionals in the nonprofit and philanthropic sector.

Cooley Law School, Lansing, MI

### **Teaching Assistant, Mock Trial**

**2003**

- Assisted with teaching classes.

- Coordinated a national mock trial team (4<sup>th</sup> place).

#### PUBLICATIONS AND PAPERS

Polk, S. (2014) "Hagar: A Hero for Women Oppressed and Invisible" in *Women in Ministry and Leadership, An Anthology*, edited by Dr. Deborah Gill and Dr. Stephanie Nance (Springfield, MO: Grace and Truth) 9-18.

Polk, S. (2010) "Neither Male nor Female, Jew nor Greek: The Emergence of Racial/Ethnic Clergywomen in Predominately-White Denominations" *Encounter: Journal for Pentecostal Ministry*. (Summer 2010) Vol. 7

#### PRESENTATIONS AND CONFERENCES

Polk, S. (2018, March) *Reflecting El Roi: How the church addresses intersectionality between race, gender, and poverty*. Paper presentation at the Society of Pentecostal Scholars Conference in Cleveland, TN

Polk, S. et. al. (2016, July) *The Implications and Implementation of Resolution 3*. Panel presentation at the National Black Fellowship of the Assemblies of God biennial conference, Dallas, TX.

Polk, S. (2016, June) *Creating Pathways to Leadership for Women of Color in the Assemblies of God*. Online presentation in partial fulfillment of requirements for doctor of ministry degree, Flint, MI.

Polk, S. et. al. (2016, March) *Flint Water Crisis: What's Now? What's Next?* Panel presentation for the Association of Black Foundation Executives, Flint, MI.

Polk, S. (2015, August) *emPower: Inspiring the next Generation of Leaders*. Keynote speaker for Emerging Practitioners in Philanthropy-Michigan Chapter, Battle Creek, MI.

Polk, S. (2015, June) *Power Dynamics*. Presented at Council of Michigan Foundations - Community Foundations Program and Scholarship Officers Retreat, Saginaw, MI.

**Polk, S.,** Grambauer, M. (2014, October) *Changing Laws to Change Culture*. Presented for United States Breastfeeding Committee state coalitions bimonthly meeting, Flint, MI.

Polk, S. (2014, August) *Finding True North Metrics*. Presented at the United States Breastfeeding Committee annual conference, Arlington, VA.

Polk, S. (2014, May) *Broadening our Scope, Improving Racial Equity in Breastfeeding*. Presented at Black Mothers Breastfeeding Association national seminar, Detroit, MI.

Polk, S. (2014, March) *Passing the Leadership Baton*. Conference founder and panel moderator for the Council of Michigan Foundations, Detroit, MI.

Polk, S. (2013, November) *Michigan Breastfeeding Network Annual Conference*. Conference organizer and panel moderator, Detroit, MI.

Polk, S. et. al. (2012) *Understanding Philanthropy in Communities of Color*. Panel Presentation at the Council of Michigan Foundations annual conference, Traverse City, MI.

Polk, S. et. al. (2011) *Community Engagement*. Panel presentation at Council of Michigan Foundations annual conference, Kalamazoo, MI.

Polk, S. (2010) *Passing the Leadership Baton*. Conference founder and panel moderator for the Council of Michigan Foundations, Flint, MI.

#### AWARDS

Connecting Leaders Fellow, Association of Black Foundation Executives **2009 – 2010**  
Genesee County's Top 40 under 40 Leaders, *YOUR Magazine* **2010**

#### MEMBERSHIPS

Society of Pentecostal Studies, full member  
State Bar of Michigan, licensed attorney

#### NONPROFIT EXPERIENCE

Leadership Solutions, Grand Blanc, Michigan

##### **Consultant**

**2013 – present**

- Consult with Michigan-based nonprofits regarding board development, fundraising, and leadership training.
- Provide leadership development advice to emerging nonprofit professionals.
- Develop leadership training programs for nonprofit organizations.
- Facilitate grant selection and review grant applications for corporate and philanthropic foundations.
- Review scholarship applications for funding organizations.

Michigan Breastfeeding Network, Grand Blanc, Michigan

##### **Executive Director**

**2013-2015**

- Led a statewide advocacy effort which resulted in the passage of the Breastfeeding Anti-Discrimination Act.
- Coordinated statewide advocacy agenda and education through annual conferences and regional workshops.
- Developed a diverse funding base of grants, contracted services, membership fees, and donations.
- Implemented strategic plan for capacity building.
- Provided monthly operational and financial reports to the Board of Directors.
- Conducted 90% of board and committee meetings using webinar and conference call technology.
- Developed communications strategy, including monthly newsletter, website redesign, and educational webinars.
- Acted as spokesperson for the organization at state and national conferences, meetings, and legislative hearings.
- Built relationships with state and national stakeholders, legislators, community coalitions, and other nonprofit partners.

Charles Stewart Mott Foundation, Flint, MI

**Assistant Program Officer**

**2007-2013**

- Managed \$6M in grant making in the areas of education, race relations, economic development, children and families, arts, and workforce development in Flint and Genesee County.
- Represented the foundation at press conferences, conference presentations and community meetings.
- Reviewed submitted proposals, evaluated them for soundness of project design and adequacy of program evaluation and sustainability.
- Prepared and presented oral and written funding recommendations to senior management and board of trustees.
- Communicated regularly with grant applicants and grantees.

Resource Center, Flint, Michigan

**Director of Leadership Programs**

**2006 – 2007**

- Secured grant funding to underwrite programming costs, including a national grant award from the WK Kellogg Foundation to underwrite two years of salary expenses.
- Revived and redesigned Leadership Genesee after a significant hiatus.
- Redesigned Greater Flint Youth Leadership from a recreational focus to a service learning program.
- Directed and managed leadership programs.
- Responsible for grant writing, fundraising, marketing, recruitment, event planning, organizing curriculum, building partnerships and community collaborations.

## MINISTRY EXPERIENCE

Riverside Tabernacle, East Lansing, Michigan

**Associate Pastor****2018 – present**

- Minister regularly for Sunday and Tuesday morning services.
- Attend district and sectional meetings with senior pastor.
- Fundraise for outreach ministries

Various Churches, Michigan

**2013 - present****Invited Speaker**

- Women’s Day speaker for various National Baptist Convention churches.
- Keynote speaker for Women Without Walls parachurch ministry on biblical racial reconciliation.
- Keynote speaker for InterVarsity Christian Fellowship – Oakland University on the topic of race relations.

Family Worship Center Church, Flint, Michigan

**Minister in Training****1995 – 2000**

- Preached two services on Sunday morning for two years as youth department leader.
- Trained in all ministry departments (children, youth, adult, music, television, front office, hospitality, and bible college).

Bahamas Faith Ministry International, Nassau, Bahamas

**Ministry Intern****1993**

- Interned with youth pastor, Rev. Dave Burrows.
- Ministered to Bahamian youth and adults.

St. James Christian Methodist Episcopal Church, Flint, Michigan

**Licensed Exhorter****1989**

- Interviewed for and received ministerial license by board of elders.
- Preached at various churches within the CME district.

## LEGAL EXPERIENCE

Polk Legal, PLLC, Grand Blanc, Michigan

**Attorney****2014 – present**

- Provide nonprofit and estate planning legal advice to clients.
- Draft and review legal documents.

- Provide *pro bono* legal defense regarding misdemeanor offenses for low-income clients.
- Assist accounting and investments firms in Flint, Saginaw, and Farmington Hills by providing legal advice to their clients.