

CARLUS GUPTON

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LIFE CALLING

To blend practical ministry experience, authentic spirituality, and rigorous scholarship into teaching, preaching, coaching and consulting that equips churches and church leaders for greater effectiveness.

PERSONAL

Born 1-27-59. Native of Mayfield, Kentucky where parents, **M/M Carlus Wayne Gupton, Sr.**, and siblings still reside. Married June, 1983. Wife, **Ann Catherine Yarbrough**, a native of Montgomery (Hope Hull), Alabama, is a homemaker and Occupational Therapist. Two daughters, **Katlyn Bethany** (25), **Erin Catherine** (22).

EDUCATION

- D.Min., Abilene Christian University, Abilene, Texas, 1993 (Academic Award, 4.0 GPA)
- M.Div., Harding School of Theology, Memphis, Tennessee, 1988.
- B.A., Lipscomb University, Nashville, Tennessee, 1982 (Magna Cum Laude)
- Post-Graduate Studies: University of Memphis (1988), Murray State University (1989), University of Tennessee at Knoxville (1994-1995) – *Conflict Management, Organizational Leadership, Counseling, Research*

TEACHING EXPERIENCE

- Professor, Harding School of Theology, Memphis, Tennessee, 2014-Present (Adjunct Professor, 1987-2013)
 - *Professor of Ministry* – Masters courses include Congregational Ministry; Managing Conflict in Ministry; Spiritual Formation for Ministry; Advanced Church Leadership Strategies; Church Leader Roles and Relationships; Ministry and Community in Small Groups; Leading the Medium and Small-Sized Church. Doctoral courses include Managing Change, Conflict and Crisis; Spiritual Formation
 - *Director of Field Education/Supervised Ministry* – Mentored ministry experience for ministry students
 - *Director of Shepherds Network* – Equipping program for local congregational elders, ministers and leadership teams
 - *Supervisor of Certificate of Spiritual Leadership Program* – Non-degree course sequence for Christian workers
 - *Coordinator of Ministry Curriculum* – Master of Arts in Christian Ministry (MACM) and Master of Divinity (M.Div.)

- Professor of Church Leadership and New Testament, Johnson University, Knoxville, Tennessee, 2001 – 2013 (Lecturer, 1996-1999)

Ministry Courses Taught: Conflict and Community in Ministry/Managing Conflict and Change; Small Group Leadership; Biblical Concepts of Leadership; Administration of the Church Program; Homiletics IV; Leading Established Churches/Congregational Development; Spiritual Formation for Ministry; Pastoral Ministries/Congregational Ministry; Ministry Relationships and Communication Skills.

Bible and Theology Courses Taught: Christian Theology; General Epistles and Revelation; Selected Pauline Letters/1-2 Corinthians; Christian Perspectives/Worldview; Biblical Hermeneutics; Gospel Narratives.

Institutional Service: Faculty Quartet (2001-2013); Coordinate Five Year Review of Preaching/Church Leadership Program (2012-2013); Chair Ministry Department (2011-2012); Convener Advisory Group Meetings (2011-2012); Coordinate Senior Sermon Series (2009-2012); Bible Program Objectives Task Force (2010); Co-leader of Small Group on Spiritual Formation (2009-2010); Coordinate EvenSong Vesper Service (2009). Committee work involving QEP, program assessment, curriculum review, and other standard activities related to maintaining accreditation (ABHE, SACS) and institutional effectiveness. Other involvement included frequent roles in campus movie productions, voice overs, plays, chapel presentations, Homecoming (lectureship) workshops, public ceremonies, student video projects, etc.

- Instructor, University of Tennessee, College of Communication and Information, School of Communication Studies, Knoxville, Tennessee, 2001 – 2011

Courses Taught: Business and Professional Speaking – Two sections each semester

- Instructor, Faulkner University, College of Arts and Sciences, Social and Behavioral Sciences, Montgomery, Alabama, 2000-2001

Courses Taught: Conflict Management; Introduction to the Counseling Profession.

Institutional Service: Several non-degree seminars on church-related conflict in the ADR program at Thomas Goode Jones School of Law.

- Adjunct Faculty, Lipscomb University, extension Bible courses at University of Tennessee Christian Student Center, 1991-92.

SERVICE TO THE CHURCH

Church Involvement, White Station Church of Christ, Memphis, TN

Established membership in 2014 after consultative relationship which began in 2004. Focused involvement as coach and consultant to church leadership, preacher and teacher.

Church Involvement, Laurel Church of Christ, Knoxville, TN

Active member after serving as minister 1990-1999. Focused involvement as a teacher/mentor for students at the University of Tennessee Christian Student Center (have served as the main

teacher for Wednesday night class for most of these years), and occasional consultant/advisor for church leaders.

Hope Network Mentoring Partners

Serve as one of ten consultant/coach/mentors who continue the work of Dr. Lynn Anderson in helping churches and church leaders. Partners are covenanted to work together synergistically such that what one does is openly supported and resourced by all other partners. Network meets for an annual planning retreat at the Lanier Theological Library in Houston, Texas and maintains collegial support throughout the year.

Consulting and Workshops

- Numerous certifications and advanced trainings
- Over 120 workshops at over 60 churches and institutions. This is in addition to supply preaching, Wednesday summer series, etc.
- Consultation defined as sharing expertise to address a congregational need. This includes workshops and presentations, some of which are listed below. In addition to workshops, I reserved 2-3 times each year from 2001-2009 for in-depth consults in the areas of congregational change and transition (including interim and preacher search), leadership systems, and conflict. I have served over 25 churches in this capacity. Scaled down in 2009 to finish website. In-depth consults resumed in June 2013.

Full-time Congregational Ministry

- Preaching Minister, Vaughn Park Church of Christ, Montgomery, Alabama, 1999-2001.
- Preaching Minister, Laurel Church of Christ, Knoxville, Tennessee, 1990-1999
- Preaching Minister, Darby Drive Church of Christ (now CrossPoint Church of Christ), Florence, Alabama, 1986-1990.
- Preaching Minister, Cordova Church of Christ, Memphis, Tennessee, 1983-1986.
- Associate Minister, Highland Street Church of Christ, Memphis, Tennessee, 1982-1983.

Interim Ministry

- Interim Minister, Hendersonville Church of Christ, Hendersonville, North Carolina, 2012-2013.
- Interim Preaching Team, Farragut Church of Christ, Knoxville, Tennessee, 2008.
- Interim Preaching Team, Laurel Church of Christ, Knoxville, Tennessee, 2004-2007 (served as Preaching Minister there 1990-1999 and returned as member in 2001 upon accepting role at Johnson)
- Interim Preaching Minister, Farragut Church of Christ, Knoxville, Tennessee, 2002-2004.

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

- Hope Network Mentoring Partners
- Certified Church Consultant, Society for Church Consulting
- Graduate, Academy for Spiritual Formation
- Myers-Briggs Certification Training, Center for Applications of Personality Type
- Certified Specialist in Human Behavior Consulting, Personality Insights Institute, Dr. Robert Rohm
- Advanced Certified Human Behavior Consultant, Uniquely You, Dr. Mels Carbonell

- Transitions Certified Practitioner, Managing Organizational Transitions, Linkage, Inc., Wm. Bridges
- Certified Christian Conciliator, Peacemaker Ministries / Institute for Christian Conciliation
- Qualified Distributor/Trained Facilitator, Inscape Publishing Company
- Healthy Congregations Facilitator, Dr. Pete Steinke
- Interim/Transition Advanced Training, Interim Ministry Network
- Certified Facilitator, *Listening Laboratory*, and advanced training in *Creative Problem-Solving*, *Conflict Management and the Resolution of Corporate Pain*, and *Models for Facilitating Change/Roles and Skills of Church Consultant*, Dr. John Savage, LEAD Plus
- *Spiritual Strategic Journeys and Conflict Management*, Dr. George Bullard
- *Conflict Management in Congregational Life*, Speed Leas, Alban Institute
- *Creative Training Techniques*, Bob Pike Group
- Profiles of Ministry, Association of Theological Schools

PUBLICATIONS

- **Website: LifeandLeadership.com** – <http://www.lifeandleadership.com>. Developed since 2007. An annotated web-based guide to church leadership books and materials. Designed for scholar-practitioners, academicians, and other appointed leaders. Over 1,500 resources are summarized and/or categorized. Over 100 Ministry Resource Guides arranged topically according to leadership issues with thumbnail descriptions which point to summaries of books. Site will expand to include a substantive blog, podcasts, e-books, and other leadership publications to serve a worldwide leadership community.
- “Church Leadership in Anxious Times,” in David L. Eubanks and Carl Bridges, Editors. *Jesus: God’s Last Word, Essays in Honor of David L. Eubanks*. Tennessee Valley Publishing, 2004.
- “Paul and the Philippians: A Model for Leading an Anxious Church,” *Leaven: A Journal of Christian Ministry*, Volume 12, Number 4, Fourth Quarter 2004.

PROFESSIONAL PRESENTATIONS

- Presenter: “Evaluating a Web-Based Bibliography for Ministry Practitioners and Academics,” Christian Scholar’s Conference, Lipscomb University, Nashville, Tennessee. Convener: Eddie Randolph, D.Min., Professor of Ministry, Harding School of Theology. Panel Participants: Chris Smith, D.Min., Minister, Harpeth Hills Church of Christ; Jim Miller, Ph.D., Professor and Director of Mass Communications, Harding University; John Harrison, Ph.D., Professor of New Testament and Ministry, Oklahoma Christian University. June 2012.
- Panel Participant, “Church Conflict, Mediation and Resolution,” Christian Scholars Conference, Pepperdine University, Malibu, California. Convener: Kenneth Dunham, J.D., Faulkner University. Presenter: Matthew Vega, J.D., Faulkner University. Respondents: L. Randolph Lowry, J.D., Lipscomb University; Charles Siburt, D.Min., Abilene Christian University Graduate School of Theology; Tim Pownall, J.D., Pepperdine University; Carlus Gupton, D.Min., Johnson University / Harding School of Theology. June 2011.

- Panel Participant, “Social Networking and Christian Education.” Christians Scholars Conference at Pepperdine University, Malibu, California. Presenters: James Edward Miller, Ph.D. Harding University, and Keith A. Cronk, M.A., Harding University. Responders: Reit Kronk, Ph.D., Harding University; Rich Little, Ph.D., Pepperdine University; Carlus Gupton, D.Min., Johnson University and Harding School of Theology. June 2011.
- Co-Convener, “The Practice of Congregational Ministry in the Postmodern Ethos,” Christian Scholar’s Conference, Lipscomb University, Nashville, Tennessee. Co-Convener, Carson Reed, D.Min., Northlake Church of Christ / Atlanta Christian College. Presenters: Daniel Overdorf, D.Min., Johnson Bible College; Kent Smith, D.Min., Abilene Christian University; Earl Lavender, Ph.D., Lipscomb University. June 2009.
- Presenter, “Soulful Engagement: Paul, the Philippians, and the Spiritual Formation of Leaders,” Christian Scholar’s Conference, Lipscomb University, Nashville, Tennessee, June 2008.
- Presenter, “Beyond Worship Wars: A Practical Essay on Leading Healthy Churches in the Postmodern Era,” Johnson Bible College Fellowship of Professors, September 23, 2005.
- Presenter, “Philippians: A Biblical Model of Ministry for the Anxious Church,” Visiting Scholar, Johnson Bible College Preaching Emphasis Week, Knoxville, Tennessee, April 2003.

WORKSHOPS AND SEMINARS (REPRESENTATIVE LIST)

- Workshop, “Breathing New Life Into Established Churches,” Envision Church Leadership Conference, Parkersburg, West Virginia, October 25-27, 2013.
- Workshop, “Keys to Revitalization,” Margaret Hank Memorial Presbyterian Church,” Paducah, Kentucky, September 21-22, 2013.
- Workshop, “Living Missionally,” University Park Church of Christ, Hyattsville, Maryland, September 13-14, 2013.
- Workshop, “Breathing New Life Into Established Churches,” Summer Celebration, Lipscomb University, Nashville, Tennessee, June 29-July 2, 2013.
- Workshop, “Breathing New Life Into Established Churches,” Shepherds Network, Harding School of Theology, Memphis, Tennessee, March 15-17, 2013.
- Workshop, “Breathing New Life Into Established Churches,” Arkansas Shepherding Conference, Pleasant Valley Church of Christ, Little Rock, Arkansas, March 1-2, 2013.
- Workshop, “Leadership That Transforms: Moving from Control to Empowerment,” Crestview Church of Christ, Waco, Texas, January 18-19, 2013.
- Workshop, “Leadership That Transforms: Moving from Control to Empowerment,” Southwest Church of Christ, Jonesboro, Arkansas, November 16-17, 2012.

- Workshop, "Leadership That Transforms: Moving from Control to Empowerment," Envision Church Leadership Conference, Parkersburg, West Virginia, November 9-10, 2012.
- Workshop, "Paths to Congregational Planning," and Homecoming Sermon, Glades Christian Church, Berea, Kentucky, September 29-30, 2012.
- Workshops, "Spiritually Formed Churches and Leaders," Harding School of Theology, Shepherd Network, September 21-23, 2012.
- Workshops, "Managing Congregational Conflict," and "Leadership That Transforms, Building Empowering Belief Systems and Structures for Congregational Life," Harding School of Theology, Shepherd Network, March 22-23, 2012.
- Lecture, "Web Resources for Church Leaders: Presenting LifeandLeadership.com," Pepperdine University Bible Lectures, May 1-4, 2012.
- Workshop, "The Multigenerational Challenge," Arkansas Shepherd's Conference, Pleasant Valley Church of Christ/Harding University, Little Rock, Arkansas, March 2-3, 2012.
- Workshop, "Reaching People Over 40 While Keeping People Over Sixty," at Harding School of Theology Shepherd's Network Conference, March 24-27, 2011 and October 28-30, 2011.
- Workshop/Leadership Team-Building, "Leadership That Transforms, Building Empowering Belief Systems and Structures for Congregational Life," Hendersonville Church of Christ, Hendersonville, North Carolina, July 15-17, 2011.
- Workshop, "Missional Spirituality: Growing Closer to God and More Effective in Ministry," Johnson University, Senior Saints in the Smokies, June 2011.
- Workshop/Leadership Team-Building, "Leadership That Transforms: Thoughts on Control, Empowerment, and Change," White Station Church of Christ, Memphis, May 20-21, 2011.
- Lectures, "Reaching People Over 40 While Keeping People Over 60," and "Congregational Spirituality (Hope Network Mentoring Partners Panel)," Pepperdine University Bible Lectures, May 3-6, 2011.
- Keynote and main workshop, "Leadership That Transforms: Thoughts on Control, Empowerment and Change," Northwest Leadership Training Depot, Seattle Washington, April 2011.
- Keynote, "I Am the Way, Truth, and Life – The All-Sufficiency of Christ," and main workshop, "Leadership SMARTS: Leading Congregations into Ministry Effectiveness," at Ohio Valley University Bible Lectures, April 3-6, 2011.
- Workshop, "Daily Practices for Lifelong Transformation: Spiritual Disciplines for Busy, Engaged People," Johnson Bible College, Senior Saints in the Smokies, June 2010.
- Workshop, "DISC Personality Profile as a Tool for Team-Building," *Ministers* of Highland Street Church of Christ, Memphis Tennessee, August 22, 2010.

Workshop, "DISC Personality Profile as a Tool for Team-Building," *Elders of Highland Street Church of Christ*, Memphis Tennessee, November 20-21, 2009.

Workshop, "Maximum Leadership in the Small Membership Church," *Energizing Small Churches Workshop*, Johnson Bible College, October 25, 2009.

Workshop, "Called Into Ministry, Forced Into Administration: Staying Focused on the Bigger Picture While Stewarding the Details," *Johnson Bible College Homecoming*, February 2009.

Workshop, "Transformational Leadership: Raising the Bar on What We Expect from Ourselves and Others," *Indian Creek Christian Church*, Cynthiana, Kentucky, November 14-15, 2008.

Workshop, "Understanding Millennials, Religious and Otherwise," *Laurel Church of Christ Elders and Ministers*, Knoxville, Tennessee, February 17, 2008.

Workshop, "Understanding Millennials – The Churched, De-Churched, and Unchurched," *Elders of West Towne Christian Church*, Knoxville, Tennessee, October 25, 2009.

Workshop, "Transformational Leadership: Raising the Bar on What We Expect from Ourselves and Others," *Southside Church of Christ*, Fort Worth, Texas, September 5-7, 2008.

Workshops, *Italy for Christ Mission*, Francavilla, Italy, May 9-31, 2008.

"Healthy Strategies for Congregational Change

"Leadership that Transforms: Thoughts on Control, Empowerment, and Change"

"Paul and the Philippians: Spiritual Leadership in Anxious Times"

"DISC and Team Dimensions Profile Team Building"

Workshop, "Getting Vision to Stick: Thoughts on How Leaders Help Churches Live Out Their Purpose," *Blount Christian Church*, Maryville, Tennessee, February 24, 2008.

Workshop, "Healthy Strategies for Congregational Change," *First Church of Christ*, Washington, North Carolina, February 8-10, 2008.

Workshop, "Mission Team Building," *Angola Mission Team*, Memphis, Tennessee, October 12, 2007.

Workshop, "Principles and Pathways for Congregational Peace," *Howell Church of Christ*, Howell, Michigan, September 28-30, 2007.

Workshop, "Leadership that Transforms: Thoughts on Control, Empowerment, and Change," *Lipscomb University Summer Celebration*, July 5-7, 2007.

Workshop, "A Case for Intergenerational Unity," *Johnson Bible College*, Senior Saints in the Smokies, May-June, 2007.

Workshop, "Following the Biblical Mandate of Unity," *Smoky Mountain Women's Conference*, Johnson Bible College, May 18, 2007.

Workshop, "Leading the Small Membership Church," *Hollybrook Christian Church and area church leaders*, Bland Virginia, May 10-12, 2007.

Workshop, "DISC Style and Leadership Team Building," and "Moving From Control to Empowerment," Francesville Christian Church, Francesville, Indiana, February 2-4, 2007.

Workshop, "Learning from Paul and the Philippians Regarding Growth, Unity, and Conflict," Athens Church of Christ Leaders Retreat, Athens, Tennessee, January 12-13, 2007.

Workshop, "Quest for Congregational Unity," Jim Wood Leadership Seminar, Rochester College, Rochester Hills, Michigan, October 27-28, 2006.

Workshop, "Creating Environments for Healthy Change," Energizing the Small Church Conference, Johnson Bible College, September 29-30, 2006.

Workshop, "Leadership for the Small Membership Church," Tomahawk Christian Church, Hedgesville, West Virginia, September 15-17, 2006.

Workshop, "Ministry Mosaic: Reaching Diverse Generations," Johnson Bible College, Senior Saints in the Smokies, May-June, 2006.

Workshop, "Myths and Realities of Reaching the Unchurched," Johnson Bible College, Senior Saints in the Smokies, May-Jun 2006.

Workshop, "Inverting the Pyramid: Moving From Control to Empowerment," Roundlake Camp Leaders' Retreat," Northern Ohio, March 3-4, 2006.

Workshop, "Leadership Teams," Fairview Church of Christ, Columbia, Missouri, February 10-12, 2006.

Workshop, "Essential Peace: Relentlessly Living Our Call to Unity," Johnson Bible College Church Leaders Conference, November 5, 2005.

Workshop, "Myths and Realities of Reaching the Unchurched," Johnson Bible College, Senior Saints in the Smokies, May-June, 2005.

Workshop, "Myths and Realities of Reaching the Unchurched," Pennyrile Church of Christ, Madisonville, Kentucky, April 29-May 1, 2005.

Workshop, "Inverting the Pyramid: Moving from Control to Empowerment," Hope Network Ministries National Shepherd's Clinic, Birmingham, Alabama, July 29-31, 2004.

"Designer Marriage: Using DISC and Peacemaking Principles to Enhance Your Relationship," Couple's Retreat, First Christian Church, Maryville, Tennessee, April 30-May 2, 2004.

"Healthy Congregations: Leading Churches to Peace, Purpose and Progress," Keynote and Lead Workshop, Johnson Bible College Church Leaders Conference, November 2003.

"The Hard Edge of Love: Lessons Learned from a Church in Conflict," and "The Call to Unity," Northeast Church of Christ, Kingsport, Tennessee, June/August 2003.

Workshop, "Inverting the Pyramid: Moving from Control to Empowerment," Hope Network Ministries National Shepherd's Clinic, San Antonio, Texas, June 2003.

- Workshop, JBC Senior Saints in the Smokies, "New Wineskins: Healthy Strategies for Congregational Change," June 2003.
- Workshop, "New Wineskins: Healthy Strategies for Congregational Change," Bethany Christian Church, Richmond, Virginia, March 2003.
- "The Mandate for Preaching Evangelistically," Keynote, Johnson Bible College Homecoming, Knoxville, Tennessee, February 2003.
- Workshop, "Ministering to the Post-Modern Mind," Johnson Bible College Church Leaders Conference, November 2002.
- Workshop, "Healthy Congregations," Farragut Church of Christ, Knoxville, Tennessee, September 2002.
- Workshop, JBC Senior Saints in the Smokies, "Forgiveness: Giving Our Past, Present and Future to God," June 2002.
- Workshop, "Peace-faking, Peace-breaking, Peacemaking!" University of Tennessee Christian Student Center, Knoxville, Tennessee, April 2002.
- Workshop, "Heat from the Heart, Light for the Mind: Rational and Emotional Congruence in Preaching," JBC Homecoming and Preaching Rally, February 2002.
- Workshop, "Lay the Burden Down: Spiritual Disciplines Without Spiritual Exhaustion," Pepperdine University Lectures, Malibu, California, April 2001.
- "Builders, Boomers, Busters, Bridgers: The Complexity of Intergenerational Ministry," "Clarifying Congregational Purpose: Options for Strategic Development," "Characteristics of Healthy Churches: Lessons from Research," and "Open Forum: Questions and Answers (Kilpatrick, Bradley, Gupton)" Healthy Churches Conference, Mayfair Church of Christ, Huntsville, Alabama, March 2001.
- "Cross Examination: The Lord's Supper," Mayfair Church of Christ, Huntsville, Alabama, July, 2000.
- "Understanding the Hidden Systems Behind Church Conflict," Alabama Alternative Dispute Resolution Conference, Jones Law School, Faulkner University, Montgomery, Alabama, February, 2000.
- "Preaching in the 21st Century," "Clarifying Congregational Purpose," "A Collaborative Approach to Selecting Elders for Congregations," Southeastern Involvement and Leadership Conference, Chattanooga, Tennessee, January, 2000.
- "Managing Conflict and Change in Churches," Institute for Church Growth, Mayfair Church of Christ, Huntsville, Alabama, October, 1999.

“Longing for God: Spiritual Revival and Church Renewal for the 21st Century,” Homewood Church of Christ Adult VBS Series, Homewood Church of Christ, Birmingham, Alabama, June, 1999.

Seminar, “Communication Skills for Healthy Churches: Listening Laboratory I,” Seven separate presentations of 40-hour, two-weekend workshop at four congregations, 1996-2001.

“Ministry in the New Millenium,” Johnson Bible College Homecoming, February, 1999

“Improving Relationships Through Self-Understanding: *DiSC* Personal Profile System,” University of Tennessee Christian Student Center Retreat, Knoxville, Tennessee, October 1998.

“Leadership Styles and Conflict Management,” Harding University Graduate School of Religion, Congregational Ministry Seminars, 1998.

“The Dropout Track: Responding to the Cries for Help,” Johnson Bible College Homecoming, February, 1998.

“Understanding Congregational Conflict,” “Responding to Congregational Conflict,” Beltline Church of Christ, Decatur, Alabama, July, 1997.

“LifeMoves: Managing Life’s Transitions,” Pepperdine University Lectures, Malibu, California, April, 1996.

SPECIALIZED TRAINING (REPRESENTATIVE LIST)

Grip-Birkman Blueprint Coach, Dr. Paul Ford, Dallas, Texas, June 2013.

Myers-Briggs Type Indicator Certification, Center for Applications of Psychological Type, Nashville, Tennessee, January 24-27, 2012.

Academy for Spiritual Formation, Academy #27, Upper Room Ministries, General Board of Discipleship, United Methodist Church, Two-Year Academy, Bon Secours Spiritual Center, Baltimore, Maryland, began in 2007 and completed in July, 2009.

Dr. Robert A. Rohm, Advanced DISC Applications Training, April-September, 2005.

Dr. Thom Rainer, “Church Consultant Training,” Levels 1, 2, 3, 4, and 5 (October, 2003 – December, 2004), Church Central, Louisville, Kentucky.

Dr. George Bullard, “Spiritual Strategic Journeys for Congregations: Exploration” (September 2003), Hollifield Leadership Center, Lake Hickory Learning Center, Conover, North Carolina,

Dr. George Bullard, “Transformation Experiences: Conflict and Change in Congregational Life,” (April 2003) Hollifield Leadership Center, Lake Hickory Learning Center, Conover, North Carolina

Peacemaker Ministries / Institute for Christian Conciliation, “Christian Conciliation Practicum,” (October 2000) “Certification Practicum,” (July 2002) and “Intervening in Church Conflict” (September 2002) as part of *Certified Christian Conciliator* program.

Dr. Pete Steinke, Healthy Congregations Workshop Training, Houston Texas, certification to present 30 hours of workshops on churches as emotional systems, including help for congregations that become anxious and chaotic during times of change (e.g. shifts in worship style).

Interim Ministry Network Advanced Training, Eight-month sequence with one week in October 2001 and another in April 2002, with intervening months of readings, projects, evaluations, and mentoring.

Dr. Harrison Owen, “Open Space Technology: Enabling Emergent Organizations,” Leadership Network Church Champions Conference (April 2000).

Dr. Bob McKelvain, “Negotiation and Mediation Skills,” Abilene Christian University, doctoral course, continuing education (January 2000).

Dr. Mels Carbonell, “Uniquely You Certification Training,” DiSC research application to church-related settings, combining DiSC behavioral styles and spiritual gifts, Atlanta, Georgia (October 1999).

Association of Theological Schools in the United States and Canada, Dr. Francis Lonsway, “Profiles of Ministry Introductory Workshop,” Pittsburgh, Pennsylvania (April 1998).

Alban Institute, Dr. Speed Leas, Morristown, New Jersey, “Conflict Management in Congregational Life” (November 1997).

PREPARE / ENRICH, 2000 Version Recertification, Knoxville, Tennessee. Updated material on assessment instrument used in marriage-related counseling (February 1997).

Church Growth Institute, Dr. Gary McIntosh, “Three Generations: Riding the Waves of Generational Change in Your Church,” Knoxville, Tennessee. Intense comparison of the significant shaping events, characteristics and spiritual needs of the builder, boomer and buster generations (October 1996).

William Bridges and Associates, Consultant’s and Trainer’s Seminar, “Managing Organizational Transitions,” Bethesda, Maryland. Seminar licenses participants to utilize Bridges’ consultation package in their own professional settings (March 1996).

Pepperdine University School of Law Institute for Dispute Resolution, “Advanced Mediation Skills,” a conference for those interested in becoming certified church conflict specialists. Dallas, Texas, Prestoncrest Church of Christ (February 29 - March 1, 1996).

L.E.A.D. Consultants, Dr. John Savage, Columbus, Ohio

- “Listening Lab II: Learning to Teach the Language of Healing,” 50 hour training certification to conduct “Listening Lab I” and “Strategic Communication Skills” (October, 1995).

- “Conflict Management and Resolution of Corporate Pain,” training in five different conflict management / resolution procedures covering many conflict settings within the life of the congregation or any organization (September, 1995).
- “Listening Lab I: Learning the Language of Healing,” workshop on eleven in-depth listening skills which help surface the pain often involved in personal or organizational transitions. Based on Dr. Savage’s research on church drop-outs, and the book, *The Bored and Apathetic Church Member*. Broad application to all organizations (July, 1995).
- “Models for Facilitating Change/Roles and Skills of the Church Consultant,” second in a series designed to train participants in consulting skills including interviewing, assessing congregational needs, facilitating organizational change (June, 1995).
- “Advanced Problem-Solving Skills.” First in a series on church consulting, presented creative problem-solving techniques using group dynamics to optimize right brain and left brain capacities (March, 1995).

Advanced Management Consultants, Dr. Stacy Myers, Oak Ridge, Tennessee, “Personal Profile System and DiSC™ Application Training Certification,” training in the utilization and licensed distribution of instrumented learning tools produced by Inscape Publishing (April, 1995).

Saddleback Conference, Rick Warren, “How to Build a Purpose-Driven Church,” Atlanta, Georgia, Johnson’s Ferry Baptist Church (January, 1995).

Pepperdine University College of Law Institute for Dispute Resolution, L. Randolph Lowry, “Managing Conflict and Change Within Churches of Christ,” a thorough, step-by-step introduction to the process of assisted negotiation / mediation. Atlanta, Georgia, North Atlanta Church of Christ (July, 1994).