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**TEACHING:**

Introduction to Theological Field Education I and II  
Preparation for Field Education  
Continuing Praxis in Field Education  
Leadership for Ministry I and II

**RECENT WORKSHOPS AND PRESENTATIONS:**

“Tools for Developing Intercultural Competence” Association of Theological Schools Biennial Meeting, June 2018

“Mindset: Implications for Christian Leadership,” Leadership Development Day, Diocese of Northern California, November 3, 2016

“The Generative Power of Appreciative Inquiry,” Equipping the Beloved Community, Diocese of California, August 27, 2016

“Using Meetings to Energize for Mission,” Equipping the Beloved Community, Diocese of California, May 14, 2016

“Building the Capacity and Commitment for Shared Ministry,” Equipping the Beloved Community, Diocese of California, May 14, 2016

“Wise and Faithful Leadership,” Equipping the Beloved Community, Diocese of California, January 30, 2016

“Training for Interim Ministry,” Anglican Diocese of New Westminster, September 28-October 1, 2014 and February 24-27, 2016

“Working with Conflict and (Re)Developing Trust,” Equipping the Beloved Community, Diocese of California, August 29, 2015

“Effective and Sustainable Group Decisions,” Equipping the Beloved Community, Diocese of California, August 29, 2015

“Appreciative Inquiry in Congregational Development and Planning,” Equipping the Beloved Community, Diocese of California, May 2, 2015

“Congregational Life Cycle and Health,” Equipping the Beloved Community, Diocese of California, May 2, 2015

“Training for Congregational Consultants,” Dioceses of Olympia, Spokane, and Oregon, March 13-14, 2015

“Strengthening the Body of Christ,” Diocese of California, May 17 and August 23, 2014

“Training for Congregational Consultants,” Diocese of California, September 5-6, 2014

## **PRIOR PROFESSIONAL POSITIONS**

### **Center for Church Vitality**

**Founder and Director** (2015 - 2017)

*Training and Education, Consulting, Coaching, and Congregational Development for the Episcopal Church*

### **Areté Consulting**

**Principal** (2000 – 2014)

*Organization development consulting for public and private non-profit agencies in health care and early child development, philanthropic foundations, and parishes and dioceses of the Episcopal Church*

### **Mitchell Madison Group**

**Partner** (Elected 1/2000)

**Senior Manager** (1997 – 1999)

*Management consulting to foundations and health care providers*

### **The Lewin Group**

**Senior Associate** (1996)

*Management consulting to public and non-profit health care institutions*

### **Kaiser Foundation Hospitals and Health Plan**

**Senior Consultant, KP Consulting** (1995-1996)

**Planning Coordinator, Program Development** (1993-1995)

**Medical Economics Analyst** (1991-1993)

### **City and County of San Francisco**

**Legislative Policy Analyst, Board of Supervisors** (1990 – 1991)

### **Northern California Alzheimer's Disease Center**

**Policy Analyst/Research Analyst** (1988 – 1989)

## **EDUCATIONAL BACKGROUND**

### **Church Divinity School of the Pacific**

*Master of Theological Studies*

*Thesis: Developing Vital Congregations: Insights from Virtue Ethics*

### **University of California, Berkeley**

*Master of Public Policy and Master of Public Health*

*Thesis: From Symbolic Legislation to Meaningful Programs: Addressing Alzheimer's Disease Through State Policy*

### **Drew University**

*Bachelor of Arts, magna cum laude, economics and English Literature*

## **LEADERSHIP POSITIONS**

### **All Souls Episcopal Parish in Berkeley**

- Chair, Stewardship Team (2015 – 2018)
- Chair, Associate for Youth Ministries Search Committee (2015)
- Chair, Christian Formation Committee (2013- 2015)
- Chair, Rector Role Restructure Committee (2013-2014)
- Vestry (2004 – 2007; 2010 - 2012); Senior Warden (2006, 2007, 2012); Junior Warden (2011)
- Co-Chair, Rector Search Committee (2007 – 2008)
- Finance Committee (2004 – 2010), Chair (2008 - 2010)
- Chair, Compensation Task Force (2012)
- Personnel Committee (2005-2013), Chair (2005-2006)

### **Windrush School, El Cerrito, California**

- Board of Trustees (2007 – 2011) Board Chair (2009 – 2011)
- Chair, Strategic Planning Steering Committee (2008 – 2009)
- Chair, Finance Committee (2008 – 2009)

## **OTHER VOLUNTEER CONTRIBUTIONS**

### **Diocese of California**

- Training and development for lay and ordained leadership (vestry days, consultant training, Vicars' retreat, etc) (2008 – present)
- Member, Diocesan Ministry Review Task Force (2013-2014)
- Mission Effectiveness Review at St Cuthbert's Oakland (2010)

### **El Cerrito High School**

- Writing Coach (2010 – 2017)

### **All Souls Episcopal Parish in Berkeley**

- Training in models for change and facilitation of change management process for individual leaders (clergy and lay), staff, and leadership teams (2013)
- Design and leadership of adult formation course: *Unlearning Racism* (2013)
- Leadership Day design and facilitation (offered in 2011 and 2012)
- Mutual Ministry Review design and facilitation (2009)
- Vocations Committee, including chairing multiple local discernment committees
- Stewardship Committee
- Small Groups Steering Committee
- Liturgy Committee
- Deanery and Diocesan Convention Delegate (2008, 2013)