

CURRICULUM VITAE

Effective July 1, 2014
Rev. Alfred Ells, M.C.

Current Position
Founder, Executive Director
Leaders that Last Ministries
1356 E. McKellips Rd, Suite 103
Mesa, AZ 85203
480-330-6260
Al.ells@leadersthatlast.org

FORMAL ACADEMIC TRAINING

University of Arizona, Tucson, Arizona

Bachelor of Science: Major: Zoology Minor: Chemistry
1962-1967

Arizona State University, Tempe, Arizona

Master of Counseling in Marriage and Family Counseling (60 units). Included two supervised practicums seeing clients and one supervised internship at the Arizona State Hospital Department of Mental Health Technology. For my Master's degree I was required to do original research and defend a master's thesis before an Advisory Committee of three professors. Title of my research paper was "Interpersonal Relationship Skills Training and Mental Health Worker Performance."
1967-1974

Tulane University School of Public Health (1 year program)

New Orleans, Louisiana
One year independent study in Organizational Leadership and Non-profit Governance. Mentored by Gerald Arrion in Leadership and John Carver in Governance.
1976 Certificate of Completion.

Peoples Bible College, Scottsdale, Arizona

1976-1980

Global University, Berean School of the Bible, Springfield, Missouri

1986.

INTERNSHIP

One Year Supervised Internship in Mental Health Administration, Arizona State Mental Hospital, Phoenix, Arizona. The internship required four rotations each lasting 3 months. In the first rotation I served as Assistant to the Director of Mental Health for the State of Arizona, Dr. Willis Bower, who also served as Superintendent of the Arizona State Mental Hospital. My second rotation was as Assistant Director of Nursing responsible for maintaining licensed and non-licensed personnel coverage of 800 employees of the hospital. Third rotation was as Assistant to Dr. Steve Braun of the National Institute of Mental Health funded Social Learning Unit. An experimental program using a token economy to treat sociopaths. My last rotation was as Assistant to Dr. Ronald Holler of the Mental Health Technology Department where I designed course curriculum and training for mental health workers.
1974

PROFESSIONAL CERTIFICATIONS

State of Arizona Certified Marriage and Family Therapist #0253	1992-1997
State of Arizona Certified Professional Counselor # 0077	1991-1997

ORDINATION AND LICENSURE AS A MINISTER OF THE GOSPEL

Crusaders for Christ Evangelistic Association , ordained and licensed	1981
AZ District Council Assemblies of God , licensed	1986
Word of Grace Ministries , licensed	1992
Grace Association of Churches, Ministers and Ministries (previously Grace Commission International) , ordained and licensed	2001

MINISTRY & EMPLOYMENT EXPERIENCE

ARIZONA STATE HOSPITAL, Phoenix, Arizona

Inpatient Program Director: In charge of all nursing and non-nursing treatment staff of a 150 bed inpatient psychiatric facility for chronic mentally ill patients. Also responsible for creation and implementation of behavioral modification and milieu treatment programs.
August 1970 to October 1973.

ST. LUKE'S HOSPITAL MEDICAL CENTER, Phoenix, Arizona

Director of Psycho-Social Services: Inpatient and outpatient mental health and alcohol/drug abuse program that is part of a large metropolitan medical hospital. Duties included oversight and supervision of psychological and social work staff and programs of three outpatient clinics, a hospital emergency room behavioral health triage team and inpatient psychological and social services for 70 bed behavioral health programs.

October 1973 to June 1974.

PHOENIX SOUTH COMMUNITY MENTAL HEALTH CENTER, Phoenix, Arizona

Associate Director: Comprehensive community mental health center (15 locations) with full range of inpatient, outpatient, and preventive services; broad experience with clients of Hispanic and African American descent. Duties included hiring-firing-supervision of all professional staff and oversight of all treatment programs, Administrative Services Department and Epidemiological Research Department.

June 1974 to October 1977.

CALVARY REHABILITATION CENTER, Phoenix, Arizona

Clinical Director: Alcohol and drug abuse treatment facility with 120 residential treatment beds and a 30 census intensive outpatient service program for alcoholics, drug addicts and their families. Duties included oversight of all treatment programs and staff.

October 1977 to August 1980.

CAMELBACK COUNSELING, Sedona and Phoenix, Arizona

Family Counselor: Bible-centered Marriage, Family and Personal counselor for individuals desiring counseling that uses the Bible as the authoritative guide for life and belief. Problems approached from a Biblical perspective with Biblical answers. A major referral service for churches and pastors.

August 1980 to February 1981.

HOPE COMMUNITY ADDICTION TREATMENT CENTER, Scottsdale, Arizona

Co-founder, Executive Director: Forty bed, Christ-centered, residential, adult treatment center for alcohol and drug abuse. Duties included hiring-firing-oversight of all staff and

the design and implementation of an effective treatment program.

December 1988 to August 1989.

REMUDA RANCH CENTER FOR ANOREXIA AND BULIMIA, Wickenburg, AZ

Founding Consultant and Family Therapist: A nationally recognized Christ-centered, 100 bed, private inpatient and residential treatment program for adolescent and adult women suffering from eating disorders. Duties include treatment program design, staff recruitment, in-service education, organizational consultation, coaching of executive staff and innovative design and implementation of week -long multi-family counseling program for patient and her family and significant others.

September 1989 to August 2010.

LIFEGATE TREATMENT CENTER FOR ADOLESCENTS, Phoenix, Arizona

Founder, Consultant, Clinical Director and Family Therapist: A Christ-centered, private, 40 bed adolescent residential treatment center; part of the Westbridge Adolescent Treatment Programs continuum of care. Referrals from state and private agencies. Duties included program design, implementation, staff recruitment, program and staff supervision and implementation of multi-family week long counseling program.

April 1990 to June 1992.

HOUSE OF HOPE COUNSELING, INC., DBA SAMARITAN COUNSELING SERVICES, Scottsdale, Arizona

Founder, Director, Organizational Consultant, and Marriage and Family Therapist: Private counseling center providing marriage, family, personal, vocational and addictions counseling – all from a Christ-centered, Holy Spirit empowered Christian foundation. Duties included public speaking, training, consulting, supervision of twelve counseling and office staff with a wide variety of clients including addictions counseling, anxiety disorders, marriage and family therapy and sexual disorders.

April 1981 to December 1997.

OTTAWA UNIVERSITY, Phoenix, Arizona

Adjunct Faculty Member: taught various counseling courses for college credit as part of the Samaritan School of Counseling, a non-profit ministry training lay, pastoral and professional counselors in how to use prayer and the Bible for counseling, healing and deliverance from a Christo-centric model. College credit was provided by Ottawa.

1984-1994.

NEW LIFE CLINIC, Scottsdale, Arizona

Founder, Director, Consultant and Marriage and Family Therapist: Private outpatient clinic with three locations that are part of a national chain of Christ-centered Inpatient, Outpatient and Consultation and Education programs. Duties included supervision of eight professional staff, program design and implementation, public speaking, consultation and provision of Christ-centered, Holy Spirit empowered counseling services to adults, adolescents, families and marital partners.

December 1997 to December 2000.

LEADERS THAT LAST MINISTRIES™, Mesa, Arizona

Founder, Director, Church Consultant and Marriage and Family Counselor: A non-profit ministry providing counseling, consultation and coaching services to ministers and ministries. Duties include public speaking, writing and publishing a newsletter, the Emerging Leader e-newsletter, [goes to 1700 ministry leaders in Arizona and across the country] as well as providing marriage and family counseling to clergy and other ministry leaders and their families and organizational consultation and development to churches and para-church ministries.

1999 to present.

PROFESSIONAL ACTIVITIES

PROFESSIONAL ADVISORY BOARD: University of Phoenix Counseling Program.
1992-1996.

BOARD OF DIRECTORS: Word of Grace Church. 1991-1998.

BOARD OF DIRECTORS: Healthy Growing Churches. 2010-Present

PROFESSIONAL ADVISORY BOARD: Crisis Pregnancy Center. 1990-Present.

BOARD OF DIRECTORS: I CARE Prison Ministries, 1983-1987. Vice President, 1985-1987.

BOARD OF DIRECTORS: Community of Living Water Worship and Teaching Center, 1984-1986, 2002-Present.

BOARD OF DIRECTORS: El Shaddai Ministries International, 1984-1998.

BOARD OF DIRECTORS: Southwestern Center for Behavioral Health Studies, 1977.

BOARD OF DIRECTORS: Community Organization for Drug Abuse, Mental Health, and Alcohol, (previously CODAC), 1975-1979.

BOARD OF DIRECTORS: The New Foundation, 1975-1978. Vice President, 1976.

BOARD OF DIRECTORS: Grace Association of Churches, Ministers and Ministries, 2002-Present

CHAIRPERSON: State Committee for Certification of Human Service Workers, 1975.

CHAIRPERSON: Program Planning Committee, Arizona Conference on the Human Services Worker, 1975-1976.

ARIZONA ASSOCIATION OF HUMAN SERVICES, 1972-1976.

AMERICAN ASSOCIATION OF CHRISTIAN COUNSELORS, Charter Member, 1994-Present.

BOARD OF DIRECTORS: Nothing but Grace, 2009-Present

COUNSELING CLIENTS

I have spent over 35 years counseling people. For confidentiality reasons I cannot list the names of the thousands of people I have counseled.

CONSULTATION CLIENTS

As a consultant I have worked with many secular and religious organizations mainly providing guidance, conflict resolution, coaching, assessments and training. The

following lists most of the churches, ministries and secular organizations I have consulted with:

A GATE CALLED BEAUTIFUL RETREAT CENTER, Pastors, Gilbert, Arizona

AMADEO CHURCH, Executive Staff, Higley, Arizona

AMERICAN BAPTIST CONVENTION, Executive Staff. Phoenix, Arizona

AMERICAN BAPTIST CHURCH OF TEMPE, Ministry Staff and Board of Directors.
Tempe, Arizona

ANTIOCH MINISTRIES INTERNATIONAL, Staff, Waco, Texas

ARVADA CHURCH OF GOD, Arvada, Colorado

B & J MACHINE & TOOL, INC., Executive Staff and Founders. Reno, Nevada

BETHANY COMMUNITY CHURCH, Board of Directors, Staff, Tempe, Arizona

BRIDGEBUILDERS INTL., Leadership Network, Board of Directors, Staff, Phoenix,
Arizona

CALVARY CHURCH OF THE VALLEY, Executive Staff and Board of Elders.
Paradise Valley, Arizona

CALVARY REHABILITATION CENTER, Board of Directors and Executive Staff.
Phoenix, Arizona

CARE INC., Staff, Tempe, Arizona

CENTRAL CHRISTIAN CHURCH, Ministry Staff, Mesa, Arizona

CHRIST'S CHURCH OF FLAGSTAFF, Ministry Staff, Flagstaff, Arizona

CHRIST'S CHURCH OF THE VALLEY, Ministry Staff, Peoria, Arizona

CHRIST CHURCH OF SCOTTSDALE, Ministry Staff, Scottsdale, Arizona

CHRIST LIFE CHURCH, Ministry Staff, Tempe, Arizona

CHRIST TOGETHER, Ministry Staff, Libertyville, Illinois

CHRISTIAN FELLOWSHIP, Ministry Staff. Phoenix, Arizona

CHURCH OF CELEBRATION, Ministry Staff, Maricopa, Arizona

CHURCH OF GOD, SHAPE Program Staff, Anderson, Indian

CHURCH OF GOD - GLOBAL MISSIONS, Anderson, Indiana

CHURCH OF GOD – Colorado State Ministries, Colorado Springs

CHURCH OF GOD –Indiana State Ministries, Fisher, Indiana

CHURCH OF GOD - Ohio State Ministries, Columbus, Ohio

CHURCH OF GOD - Oklahoma State Ministries, Oklahoma City, OK

CHURCH OF GOD – Arizona State Ministries, Phoenix, AZ

CHURCH OF GOD – Illinois State Ministries, Decatur, Illinois

CHURCH OF GOD - Kentucky Church of God Ministries, Winchester, KY

CHURCH OF GOD – Michigan State Ministries, Lansing, Michigan

CHURCH OF GOD – Nevada State Ministries, Las Vegas, Nevada

CHURCH OF GOD – Western Pennsylvania State Ministries, Pittsburgh, Pennsylvania

CHURCH OF GOD - Tennessee State Ministries

CHURCH OF GOD - Texas Church of God Ministries

CHURCH OF GOD - Warm Western Area Regional Ministries, Portland, OR

CHURCH OF GOD -Western Canada Ministries of the Church of God

CHURCH OF JOY, Ministry Staff, Glendale, Arizona

CHURCH OF THE HILLS, Executive Staff and Board, Austin, Texas.

CITY OF GRACE, Ministry Staff, Mesa, Arizona

CITY OF KEARNY, Town Council. Kearny, Arizona

COMMUNITY OF LIVING WATER, Board of Directors and Ministry Staff, Cornville, Arizona

COMMUNITY SERVICES GROUP, Board of Directors, Mesa, Arizona

CONCORD COMPANIES, Leadership Staff, Mesa, Arizona

CORNERSTONE CHRISTIAN FELLOWSHIP, Ministry Staff, Gilbert, Arizona & Chandler, Arizona

COTTONWOOD VINEYARD, Cottonwood, Arizona

COVENANT CHRISTIAN FELLOWSHIP, Executive and Ministerial Staff. Peoria, Arizona

COVENANT OF GRACE CHRISTIAN FELLOWSHIP, Board of Directors and Executive Staff. Phoenix, Arizona

COMMUNITY ORGANIZATION FOR DRUG ABUSE, (CODAMA), Mental Health and Alcoholism Program, Executive Staff. Phoenix, Arizona

CRISIS PREGNANCY CENTERS OF GREATER PHOENIX, Executive Staff and Board of Directors. Tempe, Arizona

CROSSPOINT CHRISTIAN CHURCH, Ministry Staff, Glendale, Arizona

CROSSROADS NAZARENE CHURCH, Ministry Staff, Chandler, Arizona

DEL ORO HILLS COMMUNITY CHURCH, Ministry Staff, Oceanside, California

DESERT HILLS CENTER FOR YOUTH AND FAMILIES, Executive Staff. Tucson, Arizona

DESERT HILLS HOSPITAL, Professional program staff. College Station, Texas.

DESERT VIEW BAPTIST CHURCH, Ministry Staff, Gilbert, Arizona

DESERT VIEW BIBLE CHURCH, Ministry Staff, Phoenix, Arizona

EL PASO VINEYARD CHURCH, El Paso, Texas

EPIC CHURCH, Ministry Staff, Lakeland, Florida

ESPERANZA WOMEN'S CENTER, Staff, Phoenix, Arizona

EWING COMPANY, Leadership Staff, Phoenix, Arizona

FAITH CHURCH OF THE VALLEY, Ministry Staff, Chandler, Arizona

FAMILY RECOVERY CENTER OF AZ, Leadership Staff, Mesa, Arizona

FIRST CHURCH OF GOD KING'S WAY LEARNING CENTER, Staff, Vancouver, Washington

FIRST INSTITUTIONAL BAPTIST CHURCH, Board and Ministry Staff, Phoenix, Arizona

FLORIDA CHURCH OF GOD MINISTRIES, Ministry Staff, Lakeland, Florida

FOOD FOR THE HUNGRY, Staff, Phoenix, Arizona

GILA INDIAN TRIBE, Alcohol and Drug Abuse Program. Globe, Arizona

GRACE COMMUNITY CHURCH OF SAN TAN MOUNTAIN, Board of Directors and Senior Minister. Queen Creek, Arizona

GRACE WALK COMMUNITY CHURCH, Ministry Staff, Phoenix, Arizona

GREAT COMMISSION MINISTRIES, San Tan Valley, Arizona

HARVEST COMMUNITY CHURCH, Ministry Staff, Mesa, Arizona

HEALTHY GROWING CHURCHES, Ministry Staff, Orlando, Florida

HEIGHTS CHURCH, Ministry Staff, Prescott, Arizona

HERITAGE BAPTIST CHURCH, Ministry Staff, Goodyear, Arizona

HIGHLANDS CHURCH, Ministry Staff, Scottsdale, Arizona

HOPE CHRISTIAN CHURCH, Ministry Staff, Tempe, Arizona

HOSANNA CHRISTIAN FELLOWSHIP, Executive Staff and Board of Directors, Phoenix, Arizona

INDIAN CREEK COMMUNITY CHURCH, Ministry Staff, Olathe, Kansas

INTER-MOUNTAIN BEHAVIORAL HEALTH CENTER, Board of Directors and Executive Staff Globe, Arizona.

INTERNATIONAL MISSIONS BOARD, MEMBER CARE, Richmond, Virginia

IRONWOOD LITHOGRAPHERS, Executive Staff and Founders. Tempe, Arizona

JOURNEY CHURCH, Ministry Staff, West Chester, Ohio

LAMB OF GOD BIBLE CHURCH, Ministry Staff, Flagstaff, Arizona

LIFE CHANGERS COMMUNITY CHURCH, Ministry Staff, Mesa, Arizona

LIFE LINK CHURCH INC, Queen Creek, Arizona

LIFEPOINT CHRISTIAN FELLOWSHIP, Board of Directors, Ministry Staff, San Tan Valley, Arizona

LINCOLN HEIGHTS CHRISTIAN CHURCH, Board of Directors, Phoenix, Arizona

LIVING STREAMS CHURCH, Board of Directors and Executive Staff. Phoenix, Arizona

LIVING WORD CHAPEL, Ministry Staff, Oracle, Arizona

LORD OF LIFE, Senior Ministerial Staff. Gilbert, Arizona

LOVE INT'L MINISTRIES

MARICOPA COUNTY GENERAL HOSPITAL, Department of Psychiatry. Phoenix, Arizona

MCDOWELL MOUNTAIN COMMUNITY CHURCH, Ministry Staff, Scottsdale, Arizona

MENTOR KIDS, Board of Directors, Scottsdale, Arizona

MISSION COMMUNITY CHURCH, Ministry staff, Gilbert, Arizona

MOUNT CALVARY BAPTIST CHURCH, Ministry Staff, Tucson, Arizona

MOUNTAIN PARK COMMUNITY CHURCH, Board of Directors, Ministry Staff, Phoenix, Arizona

MONTESANO CHURCH OF GOD, Montesano, Washington

MOUNTAIN VALLEY COMMUNITY CHURCH, Ministry Staff, Scottsdale, Arizona

NATIONSTRATEGY, Board of Directors, Peoria, Arizona

NEIGHBORHOOD CHRISTIAN CLINIC, Board of Directors, Phoenix, Arizona

NEIGHBORHOOD CHRISTIAN CENTER, Board of Directors, Phoenix, Arizona

NEW LIFE COMMUNITY CHURCH, Ministry Staff, Peoria, Arizona

NEW PROMISE CHRISTIAN CHURCH, Senior Minister and Board of Directors, Phoenix, Arizona

NORTH PHOENIX BAPTIST CHURCH, Ministry Staff, Phoenix, Arizona

NORTHEAST COMMUNITY CHURCH, Ministry Staff, Fishers, Indiana

NORTH HILLS CHURCH OF GOD, Board of Directors, Ministry Staff, Phoenix, Arizona

NORTHWEST COMMUNITY CHURCH, Executive Staff, Board of Directors and Elders. Las Vegas, Nevada

OKLAHOMA CHURCH OF GOD, Ministry Staff, Oklahoma City, Oklahoma

OPEN DOOR CHRISTIAN CHURCH, Board of Directors, Ministry Staff, Novato, California

ORANGEWOOD NAZARENE, Ministry Staff, Phoenix, Arizona

PANTANO CHRISTIAN CHURCH, Ministry Staff, Tucson, Arizona

PEACEMAKER MINISTRIES, Billings, Montana

PHOENIX ALL TRIBES ASSEMBLY OF GOD, Avondale, Arizona

PHOENIX ONE, Ministry Staff, Phoenix, Arizona

PRESCOTT HEIGHTS CHURCH, Board of Directors and Ministry Staff, Prescott, Arizona

PURE HEART CHRISTIAN FELLOWSHIP, Ministry Staff, Glendale, Arizona

RADIANT CHURCH ASSEMBLY OF GOD, Ministry Staff, Surprise, Arizona

RAPHA HOSPITAL TREATMENT CENTER, Scottsdale, Arizona

REAL LIFE CHRISTIAN CHURCH, Ministry Staff, Gilbert, Arizona

REDEMPTION CHURCH, Ministry Staff, Phoenix, Arizona

REMUDA RANCH CENTER FOR ANOREXIA AND BULIMIA, Wickenburg, Arizona

RON WOODWORTH MINISTRIES, Board of Directors, Tempe, Arizona

SAN CARLOS APACHE TRIBE, Alcoholism Program. San Carlos, Arizona

SAN TAN VINEYARD CHURCH, Ministry Staff, Chandler, Arizona

SCOTTSDALE BIBLE CHURCH, Senior Ministerial Staff. Scottsdale, Arizona

SENTINEL GROUP, Board of Directors, Sedona, Arizona

SHAPE CALIFORNIA – 4 locations

SON LIFE CHAPEL, Tucson, Arizona

SOUTHWEST LEADERSHIP FOUNDATION, Board of Directors, Phoenix, Arizona

STRATEGIC RESOURCE GROUP, Board of Directors, Gilbert, Arizona

STRATTON CHURCH OF GOD, Stratton, Colorado

SUN VALLEY COMMUNITY CHURCH, Ministry Staff, Gilbert, Arizona

SUNSHINE ACRES CHILDREN'S HOME, Ministry Staff, Mesa, Arizona

SUPERSTITION SPRINGS COMMUNITY CHURCH, Gilbert, Arizona

THE CHURCH AT ARROWHEAD, Ministry Staff, Glendale, Arizona

THE RIVER, Board of Directors, Senior Ministerial Staff. Reno, Nevada

THE WINDMILL WINERY, Florence, Arizona

TEMPE VINEYARD CHURCH, Tempe, Arizona

TENNESSEE MINISTRIES CHURCH OF GOD, Murfreesboro, Tennessee

TOWNE BLVD CHURCH OF GOD, Middleton, Ohio

TRANSFORMATION MINISTRIES, Board of Directors, Covina, California

TRI-CITY BAPTIST CHURCH, Ministry Staff, Tempe, Arizona

TRINITY CHURCH AT MCCORMICK RANCH, Executive Staff. Scottsdale, Arizona

VINEYARD CHRISTIAN FELLOWSHIP, Scottsdale, Arizona

VINEYARD CHRISTIAN FELLOWSHIP – WEST VALLEY, Goodyear, AZ

VINEYARD CHRISTIAN FELLOWSHIP – NORTH PHOENIX, Glendale, AZ

VINEYARD CHURCHES OF AMERICA – Stafford, TX

VINEYARD CITY CHURCH – Tucson, AZ

VINEYARD COMMUNITY CHURCH – Gilbert, AZ

VINEYARD MEXICO PARTNERSHIP – Gilbert, AZ

VINEYARD SC REGIONAL CONFERENCE, Houston, TX

VINEYARD SW REGIONAL CONFERENCE, Phoenix, AZ

WAKEENEY CHURCH OF GOD, Ministry Staff, Wakeeney, Kansas

WONDEERFUL MERCY CHURCH, Ministry Staff, Mesa, Arizona

WORD ALIVE CHURCH, Ministry Staff, Gilbert, Arizona

WORD OF GRACE CHURCH, Executive Staff, Board of Directors. Mesa, Arizona

YEATTS PERFORMANCE GROUP, Mesa, Arizona

YUMA GUIDANCE CLINIC, Community Guidance Center, Executive Staff. Yuma, Arizona

PUBLICATIONS

Articles:

1. FOCUS ON THE FAMILY: PASTOR'S FAMILY EDITION: "Discover Signs of Hidden Pride that bring you Down." February, 2001 p. 9.
2. JOURNAL OF MENTAL HEALTH TECHNOLOGY, "Interpersonal Relationship Skills Training and Mental Health Worker Performance." Fall, 1974, pp. 15-23.
3. JOURNAL OF MENTAL HEALTH TECHNOLOGY, "Behavioral Analysis of Seclusion." Holler, R., Newhall, T., Ells, A., and Cohen, R. Spring, 1973, pp. 44-52.
4. RESTORATION MAGAZINE, "God's Plan Greater Than Cigarettes." March/April, 1988.
5. VOICE MAGAZINE, "When Love Is a One-Way Street." Vol. 38, No. 12, December, 1990.

6. WORLD MAP DIGEST, "The Nature, Purpose, and Place of Christian Counseling." (Seven part series) Vol. 30, No s. 2-8, March/April, 1990, bi-monthly through March/April 1991. (This series was translated into several languages and published in The Acts magazine, the overseas publishing arm of the World Map organization.)
7. "A System For Family Intervention", Duff, B., Ells, A., Harper, D., LeGrand, M., Madsen, S. Unpublished research paper.
8. THE SUMMIT NEWSPAPER, Articles targeting Christian Leaders, "Leadership Today" A Free Bi-Monthly Christian Newspaper, Northern Arizona Christian Publishing, March-April 2002 pg.22, May-June 2002 pg.16, Editor Debra Cooper.

Note: The following is a list of articles that have been written by me and published over the past years in the EMERGING LEADER e-NEWSLETTER that reaches approximately 1700 pastors around the United States. All of these can be found at www.leadersthatlast.com under "Resources".

9. "When Pastors Need a Helping Hand"
10. "How to Resolve a Grievance"
11. "Resilience: How to Survive and Thrive as a Leader"
12. "Tired or Burned Out?"
13. "Crisis or Conflict? Don't Look for Allies!"
14. "Why do Pastors Get Fired?"
15. "One Common Board Leadership Mistake"
16. "Living Under a Gray Sky"
17. "Board Ethics: How to Prevent Your Board from Behaving Badly"
18. "IQ, EQ,...OQ?"
19. "Getting the Leader You Need"
20. "Family or Team?", 2 parts
21. "The Ultimate Betrayal"
22. "Catching the Fallen"
23. "Managing God's Workers"
24. "Praying for the Afflicted: How to Wage Spiritual Warfare Against Mental Disorders"
25. "From Diet to Disorder"
26. "Keeping the Internet Innocent: Today's Porn Problem"
27. "In Your Eyes: Creating Visionary Teams for Visionary Leaders"

28. "Journeying On"
29. "Starving to Measure Up"
30. "Together or Separate"
31. "Do Something"
32. "High C"
33. "If the Devil Can't Make You Bad, He'll Make You Busy"
34. "The Overlooked Secret to High Level Leadership"
35. "Church Boards: The Model Makes the Difference, Part 1"
36. "Church Boards: The Model Makes the Difference, Part 2"
37. "Church Boards: The Model Makes the Difference, Part 3"
38. "How to Resolve Conflict"
39. "Anger Management"
40. "When Sheep Bite"
41. "Who is the Man in Your Life?"
42. "Pornography: Finding Freedom"
43. "What to Do About the Doldrums"
44. "Married with Problems"
45. "Where's Your Tent?"
46. "Failing to Plan = Plan to Fail"
47. "Sharpening Your Sight"
48. "Burnout Happens"
49. "Seven New Year's Resolutions for Leaders that Won't Go In One Year and Out the Other."
50. "Team Huddle"
51. "Cultivate an Attitude of Gratitude"
52. "America's Number One Spiritual Problem"
53. "Myth, Eagles and Leaders that Succeed"

Articles written/translated into Spanish:

54. "Desgastado Occurre"

55. "Vision"
56. "Por Que Planear"
57. "Campamento De Reunion"
58. "Casados Con Problemas"
59. "Que Hacer Acera Del Abatimiento"
60. "Pornografía"
61. "Quien Es El Hombre En Su Vida"
62. "El Enojo En El Pulpito"
63. "Diez Pasos Probabos Para La Solucion De Conflictos"
64. "El Modelo Hace La Diferencia"
65. "Funciones De La Junta"
66. "Actas De Reuniones"
67. "Cuando las Ovejas Muerden"
68. "Siete Compromisos para el Nuevo Ano, para Lideres que No se Iran en Un An ni en el Siguiete"
69. "Unidad de Equipo"
70. "Cultive Una Actitud de Gratitude"
71. "El Problema Numero Uno de los Estados Unidos de Norteamerica"

BOOKS

1. LEADERS THAT LAST: How Covenant Friendships Can Help Pastors Thrive. Baker Books, Grand Rapids, MI, 2003. Also translated into Spanish.
2. ONE-WAY RELATIONSHIPS: When You Love Them More Than They Love You. Thomas Nelson Publishers, Nashville, Tennessee, 1990. Also translated into Korean, Chinese. A national bestseller.
3. RESTORING INNOCENCE, (Retitled): RELEASED TO LOVE: Healing the Barriers That Hinder Sexual Intimacy and Fulfillment. Thomas Nelson Publishers, Nashville, Tennessee: 1991, 1993. Also translated into German.
4. ONE-WAY RELATIONSHIPS WORKBOOK. Thomas Nelson Publishers, Nashville, Tennessee: March, 1992.

5. A NEW BEGINNING: A DAILY DEVOTIONAL FOR WOMEN SURVIVORS OF SEXUAL ABUSE. Thomas Nelson Publishers, Nashville, Tennessee: March, 1992
6. FAMILY LOVE: How to Get and Give the Love You Have Always Wanted From Your Family. Thomas Nelson Publishers, Nashville, Tennessee, 1995.
7. FIRST YOU CRY: A Handbook of Hope for Families of Women Who Struggle with an Eating Disorder. Remuda Ranch Publishers, Wickenburg, Arizona, 1998.
8. HAND IN HAND: Devotions for Encouraging Families Through the Pain of a Daughter with an Eating Disorder. Remuda Ranch Center for Anorexia and Bulimia, Inc., Wickenburg, Arizona, 1998.
9. HIT BY A TON OF BRICKS: You're Not Alone When Your Child's on Drugs. Family Life, a division of Campus Crusade for Christ, Dr. John Vawter, Editor, 2002. Chapter 8.

CLASSES DESIGNED AND TAUGHT, some for Ottawa University.

1. **Foundations of Counseling I:** 12 week, 36-hour study of counseling theory and technique from a Biblical, Christian perspective. Details how the Holy Spirit brings change in the believer's life. Details how problems develop, how change occurs, and the counselor's role in helping.
2. **Foundations of Counseling II:** Continuation of studies in second 12 week format of 36 hours; focus on marriage relationship and how to overcome common relational problems from a Biblical perspective including how problems develop, how the Holy Spirit brings change and the counselors role in helping.
3. **Counseling the Sexually Damaged Woman:** 15-hour training seminar for women who want to bring healing and deliverance to other women who have been sexually wounded and damaged.
4. **Foundations of Parenting:** An 8-hour study of parental influences on child development from a research and Biblical perspective with tips on parenting and resolving parent-child issues.
5. **Overcoming Perfectionism and Performance Orientation:** 15-hour workshop centered on bringing healing and deliverance to individuals who suffer from perfectionism and performance orientation and the counselors role in assisting change.
6. **Healing the Family Tree:** A sixteen hour course on how multi-generational family patterns of dysfunction can be recognized and overcome through the work of the Holy Spirit and the counselor's role in helping.

7. **The How To's of Resolving Marital Conflict:** A weekend seminar that equips counseling minded individuals and couples to help other couples. It presents a Biblical and research grounded model for how to resolve conflict in a marriage. Participants analyze their natural styles of resolving conflict, examine healthier more effective behaviors and apply to a proven model.
8. **Finding and Fulfilling Your Destiny:** A weekend seminar designed to equip individuals to find and fulfill their own destiny as well as help others do so. A model is provided along with a guide for writing out one's personal calling and mission statement.

SPEAKING, TEACHING AND MEDIA APPEARANCES

I am a periodic guest on local Christian TV. I also conduct classes, seminars and retreats for church leaders and occasionally lay audiences. Topics vary according to audience need, ranging from leadership challenges, sustaining pastoral excellence, avoiding burnout, organizational intelligence, leadership assessment, sexual healing, family issues, marriage & family communication and enrichment, to personal, organizational and spiritual growth issues.