

Deanna Michelle Stokes, Ed.D.

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EXECUTIVE ADMINISTRATIVE EXPERIENCE

LUTHER SEMINARY, St. Paul, MN 2020-Present

Director of The Seeds Project for FAITH + LEAD

- Provide strategic oversight to the Seeds Project in collaboration with Seeds Project team members and the VP of Innovation, with an eye toward multiplication of impact and long-term sustainability
- Manage the day-to-day operations of the Seeds Project, including designing trainings, tending the recruitment and retention of participants, overseeing the project budget, and working with team contributors
- Shepherd the development of the Seeds platform to scale for impact in reaching spiritual seekers and everyday disciples.
- Manage a \$392K budget with 8 direct reports
- Cultivate and maintain an environment of ongoing experimentation, adaptation, and learning, with regular assessment and feedback loops on project goals, impact, and participant experience
- Serve as soul care coordinator for cohort one of the MDivX pilot Faith+Lead learning community
- Contribute to the design and development of Faith+Lead Academy module courses and resources
- Serve as a member of the Innovation Leadership Team

Project Manager

- Develop a leadership assessment tool
- Work closely with Director of Institutional Effectiveness and VP of Innovation as well as outside consultants
- Assessment tool is a Spiritual Needs Assessment across a broad audience of everyday disciples

The Seeds Fellowship Coach/Mentor, Co-Curriculum Developer, 2020-2021

- Contractor & Team member of the 2021 Seeds Project Fellowship, a 12-month fellowship accelerator of two cohorts of 24 total innovators relating, accelerating, and sharing the difference Jesus makes in everyday life
- Provide input and advice on the overall direction of the project
- Develop and provide mentoring/coaching to fellowship participants
- Co-Curriculum Developer
- Project Management: Visionary, Director, Organizer, and Co-Host for the June Webinar entitled ROOTED: Innovators Planting Seeds for the Harvest (a virtual Church Planting Webinar)
- Creator and teacher for a Bias and Burnout course on the Faith + Lead platform

THOMASVILLE CITY SCHOOLS BOARD OF EDUCATION, Thomasville, NC 2018-2021

Board Member, The mission of Thomasville City Schools is to partner with parents, community and staff members to nurture and prepare students for success in the 21st Century. Educating the whole child and providing them with the tools needed for success in life is paramount. Expectations for a positive learning environment along with rigor, relevance, and relationship building will ensure success for all students.

- Appointed unanimously by the City Council of Thomasville, NC
- Comprised of a High School, Middle School, Bulldog Academy (alternative school), Primary and Elementary schools
- Duties include:
 1. Providing every student with the opportunity to receive a sound basic education as defined by the North Carolina Supreme Court in *Leandro v. State*;
 2. Providing leadership and direction through the formulation of goals and objectives, especially in defining and setting high academic standards for student success;
 3. Creating policies that establish standards, accountability and evaluation of essential operations of the school system;
 4. Taking steps necessary to help ensure legal compliance of board and school system functions;
 5. Performing judicial functions by conducting hearings as appropriate or as required by law regarding decisions of school system personnel or the board;

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6. Hiring a superintendent, supporting the superintendent in his or her administration, and evaluating and responding to recommendations made by the superintendent, including recommendations pertaining to the educational program and facility needs;
7. Considering the budget recommended by the superintendent, presenting the budget to the county commissioners and adopting a budget after evaluating whether the county commissioners' appropriation is sufficient to support a system of free public schools...approximately \$28 million budget;
8. Being an advocate for the school system, for employees and especially for students in all interactions with other governmental entities and the public.

UNITY UNITED METHODIST CHURCH, Thomasville, NC 2017-2019

Connections and Formation Pastor (April 2017-June 2018), An associate pastor role for a small congregation church in the Western North Carolina Conference of the United Methodist Church.

Senior Pastor (July 2018-2019)

- Engage weekly in Biblical preaching including texts from Old and New Testament. Also, preach mostly in the format of series preaching over a 4 to 6 week or longer period
- Established Unity Leadership Institute and taught classes on Spiritual Formation, Revelation, Praying Scripture, Hearing God's Voice, and How to Study the Bible
- Spiritual Formation Coordinator to ensure congregants and community engage in forming a deeper relationship with Christ
- Conduct worship scheduling
- Focused on community relations
- Engaged in leadership development by empowering leaders to get more involved in the day to day operations of the church
- Involved in all aspects of administration and ministry including website design and development
- Created website from scratch
- Developed systems and procedures for practical implementation like counting funds, managing and storage of documents
- Established Unity Community: A collaborative effort with organizations in the city to share space in the Unity UMC building and empower citizens
- Established 4th Tuesdays: A fresh expression of church within the city to empower citizens, bring the kingdom of God to life in the city, and BE community
- Facilitated the partnership with the United Methodist Foundation to invest church funds for future use

- Created other events in an effort to bring Thomasville community together like worship in the park and Good Friday event
- Became first Black pastor of a predominantly White congregation

SUNSET CHAPEL ASSEMBLY OF GOD, Miami, FL Sept 2014-April 2015

Sunset Chapel and Christian Academy serve the Kendall area of Miami, FL.

Pastoral Staff & Interim Principal for the Pre-K through 8th grade Christian school (Sunset Christian Academy), a ministry of Sunset Chapel AG.

- Inherited school with a \$300,000 + deficit & helped manage a \$1.3 Million budget
- Successfully implemented strategies/policies to improve overall administrative operations by utilizing a team approach to decision-making and empowering teachers and others to work together
- Passionately and successfully ministered to faculty, students, and staff to empower them to be all that God created them to be
- Took faculty of only 33% certified teachers and increased that number to 100% certified teachers within the Florida League of Christian Schools certification system
- Successfully raised over \$10,000 with the help of parents, teachers, and administrators
- Integrated parents in student learning and activities throughout year
- Increased communication with parents by having small group discussions and an open door policy
- Highly involved in every area of ministry within the church from preaching on Sundays, at youth and school chapel services to teaching Sunday school class

DEE STOKES MINISTRIES, INC., Orlando, FL 2009-Present

DSM, INC. is a non-profit cross-cultural speaking, training, and writing ministry. Its purpose is to reach unreached and empower believers to have strong, fully surrendered relationship with Christ. The ministry builds influential people who change the world.

Founder, President/CEO

- Travel globally preaching, teaching, on missions trips, and doing workshops. Ministered in Cuba, Peru on multiple occasions, Colombia, Scotland, Philippines, and Cayman Islands to hundreds of individuals.
- Raised over \$25,000 in support
- Train leaders domestically and globally on transformational leadership and cultural intelligence
- Author of 3 books and one short story
- Established personal pastoral ministry to collegiate sport coaches

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- Organize and manage ministry website, fundraising efforts, finances, contract negotiations, board/advisor selections, board meetings, all ministry paperwork, storage of documents, and office equipment and supplies

HEAD COACHING EXPERIENCE

SOUTHEASTERN UNIVERSITY, Lakeland, FL 2010-2011

College of Education for a dynamic, Christ-centered university, which fosters student success by integrating personal faith and higher learning. SEU is a private institution with a 3,000-student body enrollment.

Head Women's Basketball Coach and Assistant Professor.

- Overseer of the entire NAIA women's basketball program (2010-11 is first year in NAIA)

Courses taught

- THEO 1503 - CHRIST, CULTURE, AND THE UNIVERSITY: This course serves as an introduction to the Christian worldview and mission of the university and the academic tradition of liberal arts education. Students will engage in dialogue, critical thinking, and critical reflection in lab discussions and seminars on issues concerning: (1) vocational calling, (2) academic preparedness, (3) social and cultural responsibility, (4) spiritual disciplines, and (5) personal effectiveness.
- MNGT 4143- LEADERSHIP, FOLLOWERSHIP, & TEAMWORK: This course surveys the basic theories, styles, and applications of leadership, including traits, skills, behavior, and relationships. It further considers effective teamwork and the leader-follower relationship.

WINSTON-SALEM STATE UNIVERSITY, Winston-Salem, NC 2006 – 2010

Head Women's Basketball Coach/ Lecturer for a constituent institution of the University of North Carolina, that is a recognized regional institution offering baccalaureate and master's programs. U.S. News and World Report has ranked the university among Top Comprehensive Colleges in the South-Bachelor's category for the years 2001-2009.

- Successfully started Division I program from inception to working reality. Working from limited guidelines, created an action plan and implemented this plan, resulting in a program with a solid foundation for future success.
- Compiled an impressive 8-21 record in first year of Division I competition. This was accomplished by overhauling entire women's basketball program from staff to player personnel to methodology. Turned a poorly conditioned team into a successful team that was fit both mentally and physically.
- Took over a team with a combined GPA below 2.5 and successfully turned it into a 3.0 GPA by implementing stringent policies of accountability for class and study hall attendance.
- Demonstrated impressive fiscal responsibility during a period of extreme economic hardships. Reorganized Women's Basketball program and implemented key changes while operating within a \$400,000 budget (including scholarships) each year.
- Received Team Community Service Award Recipient 2006-2008. This award is given annually to team with the most hours of community service and reflects continued commitment to the personal growth of each player outside of their athletic abilities through giving back to the community.
- Solved number of issues by utilizing personally developed risk management techniques.
- Performed administrative duties in such areas as scheduling, hiring, academics, and recruitment. Also involved in speaking engagements, community projects, media relations, fundraising, and marketing.

BIRMINGHAM POWER OF THE NATIONAL WOMEN'S BASKETBALL LEAGUE, Birmingham, AL 2004

Head Coach/Director of Player Personnel/Assistant General Manager for Special Projects for a semi professional basketball league.

- Organized a brand new semi-pro franchise under new management.
- Successfully negotiated player contracts with agents. Managed player personnel and corporate sponsorships while managing the overall basketball program.
- Accomplished administrative duties that included negotiating housing for the players and staff, scheduling, team travel accommodations, and other duties as assigned by management.

EAST CAROLINA UNIVERSITY, Greenville, NC 1998-2002

Head Women's Basketball Coach for a constituent institution of the University of North Carolina which offers over 100 bachelor's degrees, over 70 master's degrees, and 18 doctoral degrees as well as professional degrees in medicine and dentistry.

- Maintained and stayed within \$100K operating budget (not including scholarships) each year.
- Compiled impressive 16-13 record in 1998-1999, which included a 7-game improvement from the previous season, and first winning season in six years. Also participated in the Colonial Athletic Association Tournament Championship.
- Guided the team to three consecutive winning seasons for the first time in 14 years through hard work, a change in playing style, and instilling a winning attitude.

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- Improved the overall team GPA of the team and had the highest GPA of all 19 sports in the fall and spring of 1999.
- Received Athletic Director's Cup for community service in 1999-2000 because team had most hours of community service and reflected a commitment to the personal growth of each player outside of their athletic abilities through giving back to community.
- Led, motivated, and had a great influence on several student athletes as captured in "Sideline MVP" in the 2009 book "Chicken Soup for the Soup: Inside Basketball".
- Performed administrative duties in such areas as scheduling, planning, hiring, academics, and recruitment. Also, was involved with speaking engagements, community service projects, media relations, fundraising activities, and marketing.

ASSISTANT COACHING EXPERIENCE

WINTHROP UNIVERSITY, Rock Hill, SC 2004 – 2006

Assistant Women's Basketball Coach – Recruiting Coordinator for a women's basketball program that had never had a winning season at the Division I level at a public institution that prides itself on its quality, value and 25% African-American enrollment out of over 6,000 students.

- Recruited a freshmen class in 2005 that ended their career in 2009 as the most successful class in school history and with their first trip to post season play.
- Won the most games in school history during the 2005-2006 season. This reflected a 12-game improvement from the previous season and was accomplished by improving the overall talent and attitude of the team.
- Performed administrative duties, which included organizing all aspects of team travel, recruiting, and other duties as assigned.

WORLD UNIVERSITY GAMES, Beijing, China Summer 2001

USA Women's Basketball Assistant Coach for USA Basketball, a program that operates under United States Olympic Committee guidelines.

- Coached 2001 Gold medal winning team composed of 12 elite collegiate players from across the country including Ayana Walker from Louisiana Tech, the 2001 USA Basketball player of the year.
- Learned how to manage egos of team full of elite players from working with Debbie Ryan from The University of Virginia, the 2001 Developmental Coach of the year, and Lisa Bluder from The University of Iowa.

UNIVERSITY OF NEBRASKA, Lincoln, NE 1997-1998

Assistant Women's Basketball Coach-Recruiting Coordinator for one of the strongest athletic departments in the country that was in top 5 in budgets nationwide and won 1997 NCAA football championship. Nebraska is a public educational institution of international stature that is recognized by the Carnegie Foundation as a Doctoral/Research Extensive university.

- Improved overall program by winning every home game and advancing to the 2nd round of the Women's NCAA Basketball Tournament.
- Helped manage \$1 Million budget by cutting expenditures in recruiting and working hard to identify athletes by using other means like scouting services and relationships all over the country.

TEXAS A&M UNIVERSITY, College Station, TX 1995-1997

Assistant Women's Basketball Coach-National Recruiting Coordinator for Texas' first public institution of higher learning and one of a select few universities with land-grant, sea-grant, and space-grant designations:

A tradition rich institution with over 40,000 students.

- Built championship team that won Final Southwest Conference Classic, the first in school history, and participated in 1st round of the 1996 NCAA Women's Basketball Tournament.
- Shared in responsibility of recruiting top notch class of student athletes by identifying and building relationships with tough, hard-nosed athletes from winning programs who could score at a high level. And also by cultivating relationships with their families.

MURRAY STATE UNIVERSITY, Murray, KY 1994-1995

Assistant Women's Basketball Coach-Recruiting Coordinator for an institution rated as a leading university.

U.S. News and World Report rated Murray as one of the nation's top public universities.

- As young and inexperienced leader during very difficult season, successfully learned how to be an effective assistant coach.
- Performed administrative duties in team travel, scheduling, and recruiting.

UNIVERSITY OF ALABAMA-BIRMINGHAM, Birmingham, AL 1993-1994

Graduate Assistant Coach - Women's Basketball for an institution known as a world-renowned university and medical center- a first choice for education and healthcare.

- Shared in responsibility of coaching one of best teams in school history.

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- Produced an undefeated regular season championship and for first time in school history, a Great Midwest Conference Tournament Championship.
- Recorded a 14-game winning streak en route to first NCAA Tournament appearance in school history.

CONSULTING EXPERIENCE

STOKES CONSULTING, LLC, Thomasville, NC 2019-Present

Lead Consultant for a firm focused on athletic coaches, athletic departments, churches, denominations, business, and educational Institutions.

- **Athletic Departments**
 - Referrals for Coaching Candidates
 - Leadership Development
 - Multiculturalism/Cultural Intelligence
 - Burnout in Sport Coaches
- **Athletic Coaches**
 - Networking
 - Coaching Diverse Athletes
 - Leadership Development
 - Developing Leadership Skills in Assistant Coaches
 - Work/Life Balance
 - One on One Coaching/Mentoring
 - Specialized Services Determined by Client

TENNESSEE STATE UNIVERSITY, Nashville, TN 2012 Offseason

- Background checks on Division I women's basketball coaching candidates
- Contacted potential candidates
- Worked closely with the Director of Athletics
- Department chose the winningest coach in Ohio Valley Conference History
- Coach went on to win the 2015 conference tournament championship and earned trip to NCAA tourney

COLLEGE INSIDER.COM POSTSEASON MEN'S TOURNAMENT 2009-2016

- Advisor for post season men's Division I basketball tournament
- McLendon Classic Committee
- Contacted athletic directors and coaches to negotiate terms of contract
- Traveled to tournament sites as representative of College Insider

COLLEGIATE TEACHING EXPERIENCE

BELHAVEN UNIVERSITY, Jackson, MS 2016-Present

Adjunct Professor, School of Business online Sports Administration and Leadership Graduate Programs.

Belhaven University is a Christian liberal arts college dedicated to helping people grapple with the complex issues of life and to prepare them for positions of leadership in a rapidly changing society.

Courses Taught

- **MSA 646-LEGAL & REGULATORY ENVIRONMENT FOR SPORT**
- **MSA 608-CURRENT ISSUES AND TRENDS (in athletic administration)**
- **MSA 624-LEADERSHIP & SPORTS ETHICS**
- **MSL 630-LEADING PRODUCTIVE TEAMS**
- **MSL 686-STRATEGIC LEADERSHIP**
- **MSL 668-ORGANIZATIONAL CHANGE**
- **MSA 643-SPORTS FINANCE AND BUDGET**

OHIO UNIVERSITY, Athens, OH 2012-2017

Ohio University has some of the country's best programs in coaching, sport management, and athletic administration.

Adjunct, Online Graduate Coaching Education (COED) Program in the Patton College of Education Department of Recreation and Sport Pedagogy.

Courses Taught

- **COED 654- MANAGEMENT & LEADERSHIP IN SPORT**
- **COED 6200- RESEARCH DYNAMICS**
- **COED 6110- FOUNDATIONS OF COACHING I**

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- COED 6100-INTRODUCTION TO COACHING EDUCATION
- COED 6100- COACHING WORKSHOP I
- COED 6130-FINANCE FOR SPORT COACHES
- COED 6140-PSYCHOLOGY OF COACHING
- COED 6150-INJURY PREVENTION AND RISK MANAGEMENT
- COED 6170-ETHICS & DIVERSITY IN SPORT
- COED 6340-PERFORMANCE ESSENTIALS

BRIDGES CHRISTIAN COLLEGE, Winston-Salem, NC 2014

Bridges Christian College exists to cultivate hearts and minds of Spirit-empowered leaders for ministry where life and God connect.

Assistant Professor (Part-Time), Online.

Course Taught *and developed*

- **ATH 3343 LEADERSHIP DEVELOPMENT:** This course focuses on leadership principles and practices as it relates to the mission, gifts, and leadership of both clergy and laity. The critical role of vision casting will be considered.

HIGH SCHOOL TEACHING EXPERIENCE

FAITH ASSEMBLY OF GOD, Orlando, FL 2011-2013

Faculty Member, Faith Christian Academy, a ministry of Faith Assembly of God. Also spent one season as assistant coach of the boys' basketball team.

Courses taught

- **APOLOGETICS/ WORLDVIEW:** Senior/ college level course
- **OLD TESTAMENT/ NEW TESTAMENT:** Sophomore level course,
- **BIBLICAL DOCTRINE & THEOLOGY/ CHURCH HISTORY:** Junior level courses
- **PEER COUNSELING/ LEADERSHIP:** Senior/ college level course

PROFESSIONAL AFFILIATIONS/ACCOMPLISHMENTS

Board of Directors, Novant Thomasville Medical Center, 2019-Present

Ordained Elder, Light of the World Covenant Fellowship International, 2018

Board of Directors, Family Services of Davidson County, 2018

Board of Education, Thomasville City Schools, 2018-Present

Board of Directors, UNC Charlotte Alumni Association, 2018-Present

Member, Thomasville Multicultural Committee, 2017

Board of Directors, Triad Fellowship of Christian Athletes, 2017-2020

Member, Thomasville Rotary Club, 2017-Present

Member, American Educational Research Association, 2009-2012

Ordained Minister, International Apostolic Network, 2012

Board of Directors, Piedmont Chamber Singers, 2007-2010

Rotary, Member and Board Member, 1998-2005

Fayetteville High School Hall of Honor, Fayetteville, AR, October 1999

Board of Directors, Students and Athletes for Christ, 1999-2002

East Carolina University Committee on the Status of Women, appointed by the Chancellor, 1998-2002

Letter Winner - Women's Basketball, The University of North Carolina at Charlotte, Charlotte, NC, 1990-1993

Letter Winner - Women's Basketball, Wake Forest University, Winston-Salem, NC, 1988-1990

PUBLICATIONS

Stokes, D. (2022). *Cultural Competence Workbook: The key to loving one's neighbor*. DSM Kingdom Publishers.

Stokes, D.M. (2009). "Sideline MVP." *Chicken Soup for the Soul: Inside Basketball*. Cos Cob, CT: Chicken Soup for the Soul.

Stokes, D.M. (2010). *Experiencing GRACE: One woman's yearlong journey with God after the death of her mother*. Chicago, IL: 220Publishing.

Stokes, D.M. (2014). *21st Century Leadership*. Publisher: Author.

Stokes, D.M., & Rockinson-Szapkiw, A. (2014). *Cultural intelligence, transformational leadership, &*

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burnout: The 21st Century leader's playbook for understanding the relationship between CQ, TL, and Burnout.
Saarbrucken, Deutschland Germany: Lap Lambert.

Stokes, D. M. (2017). *Break the box: A message of hope and inspiration (volume one)*. Winter Park, FL: DSM Kingdom Publishers.

Stokes, D.M. (2017). *Break the box: A message of hope and inspiration (volume two)*. Winter Park, FL: DSM Kingdom Publishers.

EDUCATION

- Ed.D. Doctor of Education, Educational Leadership
Liberty University, Lynchburg, VA
Dissertation: *Exploring the relationship between cultural intelligence, transformational leadership, and burnout in doctorate of education students.*
- Ed.S. Education Specialist, Educational Leadership
(Graduate with Distinction)
Liberty University, Lynchburg, VA
- MBTF Master of Biblical and Theological Foundations
Asbury Theological Seminary, Wilmore, KY
- MPA Master of Public Administration
DeVry University, Oakbrook, IL
- B.A. Bachelor of Arts, Sociology
University of North Carolina at Charlotte, Charlotte, NC

CERTIFICATIONS

- Certificate, Diversity, Equity, and Inclusion in the Workplace
University of South Florida
- Cultural Intelligence Certified Facilitator
Cultural Intelligence Center
- Certificate, Theology and Ministry
Princeton Theological Seminary, Princeton, NJ
- Unconscious Bias Course
Cultural Intelligence Center