

Deanna M. Stokes, Ed.D.

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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

MPA Master of Public Administration

DeVry University, Oakbrook, IL

MBTF Master of Biblical and Theological Foundations

Asbury Theological Seminary, Wilmore, KY

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

CQ Your Bias: Use Cultural Intelligence to Manage Bias Workshop

Cultural Intelligence Center

Developing CQ: Working Effectively Across Cultures Workshop

Cultural Intelligence Center

EDUCATIONAL ADMINISTRATIVE EXPERIENCE

DAVIDSON-DAVIE COMMUNITY COLLEGE, Thomasville, NC Nov. 1, 2023-Present

Director, Small Business Center

- Manage the resources of the Small Business Center to promote growth, expansion, innovation, increased productivity, and economic development in small businesses and prospective businesses in Davidson and Davie Counties
- Establish and maintain relationships with community leaders and chamber of commerce presidents
- Provide counseling, seminars, and events for small business owners
- Coordinate with the NC State Small Business Center Network in monitoring progress, for accountability, and reporting
- Represent the college at community events to promote the Small Business Center and the College
- Establishing an annual Young (19 and under) Entrepreneurs Summit {YES}
- Encourage small business use of the Davie Education Center
- Manage use of state funding

LUTHER SEMINARY, St. Paul, MN 2020-Present

Director of The Seeds Project for FAITH + LEAD 2022-Present

- Provide strategic oversight to the Seeds Project and fellowship learning community 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 ministry entrepreneurs
- Manage a \$392K budget with 8 direct reports
- Plan and implement design thinking spirit-led retreats
- 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 a small group from 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
- Created and administered surveys in Qualtrics
- Plan and implement design thinking spirit-led retreats

Project Manager for Spiritual Needs Assessment Tool 2022-Present

- Develop a spiritual needs assessment tool
- Work closely with Director of Institutional Effectiveness and VP of Innovation as well as outside consultants
- Assessment tool is to be administered across a broad audience of everyday disciples and leaders

The Seeds Fellowship Coach/Mentor, Co-Curriculum Developer 2020-2021 (Consultant/Contractor)

- 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
- The fellowship was designed to use the design thinking process
- 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
- Plan and implement design thinking spirit-led retreats

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

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 included:

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;
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.

INTERIM PRINCIPAL, Sunset Christian Academy, a ministry of Sunset Chapel & Assembly of God, Miami, FL
2014-2015

- Inherited a school with a \$300,000 + deficit; helped manage a \$1.3 Million budget
- Successfully implemented strategies/policies to improve overall administrative operations and increased communication with parents
- Passionately and successfully ministered to faculty, students, and staff to empower them to be all that God created them to be
- Inherited a faculty of only 33% certified teachers and increased that number to 100% certified teachers
- Successfully raised over \$10,000 using various fund raising methods
- Integrated parents in student learning and activities throughout the year

CLASSROOM INSTRUCTION

ADJUNCT PROFESSOR, Belhaven University, School of Business Online Sport Administration and Leadership Graduate Programs **2016-Present**

Courses Taught:

MSA 646- LEGAL & REGULATORY ENVIRONMENT FOR SPORTS
MSA 608-CURRENT ISSUES AND TRENDS (in athletic administration)
MSA 624-LEADERSHIP AND SPORTS ETHICS
MSL630-LEADING PRODUCTIVE TEAMS
MSL 686-STRATEGIC LEADERSHIP
MSL668-ORGANIZATIONAL CHANGE
MSA 642-SPORT FINANCE AND BUDGET
MSA 668-VENUE AND EVENT MANAGEMENT

- Utilize Canvas online programming
- Use Turnitin software
- Communicate often with students via email and discussion forums
- Grade and assess assignments and give feedback
- Communicate frequently with university
- Participated in curriculum development of quizzes for MSA 608

ADJUNCT PROFESSOR/FACILITATOR, Ohio University, Online Graduate Coaching Education (COED) Program in the Patton College of Education Department of Recreation and Sport Pedagogy **2012-2017**

Courses Taught:

COED 654- MANAGEMENT & LEADERSHIP IN SPORT
COED 6200- RESEARCH DYNAMICS
COED 6110- FOUNDATIONS OF COACHING I
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 & RISK MANAGEMENT
COED 6340-PERFORMANCE ESSENTIALS
COED 6170-ETHICS & DIVERSITY IN SPORT

- Utilize Blackboard online programming
- Use SafeAssign & Turnitin software
- Communicate often with students via email and discussion forums
- Grade, assess assignments and give feedback and communicate frequently with master instructor

ASSISTANT PROFESSOR (Part-Time), Bridges Christian College, Online **2014**

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.

- Developed ATH 3343 utilizing mainstream as well as Christian materials
- Utilized practical and up-to-date leadership theories
- Taught via Zoom in a live online setting
- Integrated other technology into teaching
- Used the Moodle format to design and develop course online

FACULTY, Faith Assembly of God/Faith Christian Academy, Orlando, FL **2011-2013**

Classes: **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.

ASSISTANT PROFESSOR, College of Education, Southeastern University, Lakeland, FL **2010-2011**

Classes: **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.

LECTURER, Department of Human Performance and Sport Sciences, Winston-Salem State University, Winston-Salem, NC **Summer 2006-Spring 2009**

Classes: Aerobic Conditioning, Weight Training, and Effective Coaching (classroom delivery)

LECTURER, Department of Health and Physical Education, Winthrop University, Rock Hill, SC **Spring 2006**.

Class: Aerobic Walking (classroom & practicum delivery)

CONSULTING EXPERIENCE

STOKES CONSULTING, LLC, Thomasville, NC **2019-Present**

Owner and Lead Consultant for a firm focused on leadership development, cultural intelligence and other training

options for athletic coaches, athletic departments, churches, denominations, businesses, and educational institutions.

- Areas of focus include Cultural Intelligence, Emotional Intelligence, Burnout, Transformational Leadership, and Unconscious Bias
- Work closely with diverse multicultural/multiethnic teams and organizations
- Conduct Webinars/Workshops
- Life Coaching
- Clients include universities in the US, Cuba, and Peru, seminaries, private businesses, denominations, other ministries, and organizations
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UNIVERSITY COACHING EXPERIENCE

Head or Assistant Women's Basketball Coach from **1993-2011** for University of Alabama-Birmingham, Murray State University, Texas A&M University, University of Nebraska, East Carolina University, Winthrop University, Winston-Salem State University, and Southeastern University

SELECT PUBLICATIONS

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

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

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

Stokes, D.M., & Rockinson-Szapkiw, A. (2014). *Cultural intelligence, transformational leadership, & burnout: The 21st Century leader's playbook for understanding the relationship between CQ, TL, and Burnout*. Lap Lambert.

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

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

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

PROFESSIONAL ASSOCIATIONS

Member, American Society for Public Administration (ASPA), 2004-2005

Member, Alpha Kappa Alpha Sorority, Inc.

Member, American Educational Research Association, 2009-2012

Founding Member of the Faith and Education Coalition of the National Hispanic Leadership Conference (NHCLC), 2015-Present

COMMUNITY SERVICE/ INSTITUTION COMMITTEES/BOARDS PAST & PRESENT

Member, Rotary of Mocksville, NC

2020 Leadership Davidson County (NC) Participant

Board of Directors, UNC Charlotte Alumni Association

Board of Directors, Thomasville Novant Health Hospital Foundation

Member, Thomasville City Schools Board of Education

Member, Rotary of Thomasville, NC

Board of Directors, Triad Fellowship of Christian Athletes

Board of Directors, Family Services of Davidson County

Member, Thomasville Multicultural Committee

Member, NHCLC Faith and Education Coalition Leadership Advisory Council

Southern Association of Colleges and Schools (SACS) Quality Enhancement Plan Marketing Committee, Southeastern University

New Faculty Committee, Southeastern University

Habitat for Humanity volunteer & donor

Board of Directors, Piedmont Chamber Singers, Winston Salem

Student-Athlete Academic Committee, Winston-Salem State University

Member, Shades Mountain Sunrise Rotary, Birmingham, AL

Board of Directors, Greenville, NC Noon Rotary
Member, Greenville, NC Noon Rotary, Paul Harris Fellow
Board of Directors, Students and Athletes for Christ
East Carolina University Committee on the status of women-appointed by the Chancellor

SPEAKING ENGAGEMENTS/PRESENTATIONS (Partial List)

International House of Prayer, Great Commission Intensive, Kansas City, MO, July 2014.

International League of Christian Schools, Educator's Convention, Orlando, FL, *Soaring with Cultural Intelligence*, November 2014.

Pen Florida District Women's Ministry, Stronger Conference, Kissimmee, FL, *Soaring with Cultural Intelligence; Emotional Intelligence*, March 2015.

Interbusiness for Beraca leadership development, Florida Christian University, *Teamwork: Proactivity (intentionality), Communication, Motivation & Cultural Intelligence: New trends in people management*, May 2015.

Ohio University's Global Coaching Seminar, *Soaring with Cultural Intelligence*, Athens, OH, June 2015

Light of the World Interdenominational International Association Holy Convocation, *Cultural Intelligence*, July 2015

Light of the World Interdenominational International Association Leadership Conference, *Unity Workshop*, Stockbridge, GA January 2016

Gilgal Home for Women, *Leadership Development*, Atlanta, GA, February, March, & April 2016

McCormick Correctional Institute, *Unity Workshop*, McCormick, SC, May 2016

Ohio University's Global Coaching Seminar, *Soaring with Cultural Intelligence*, Athens, OH, June 2016

Light of the World Interdenominational International Association Holy Convocation Day Session Workshop, *Cultural Intelligence: Connecting People to Different Cultures*, Stockbridge, GA July 2016

Leadership Development in universities and among business leaders, Peru/Colombia, March 2017

Ohio University's Global Coaching Seminar, *Soaring with Cultural Intelligence*, Athens, OH, June 2017

Academic Research Conference in Social Sciences, Humanities, and Education, *A study on Cultural Intelligence*, Washington, D.C., August 2017

Grace Church Workshop for Pastoral Staff, *Cultural Intelligence and the Multicultural Church*, Noblesville, IN, August 2017

Ambassador of Finland & diplomats, *The Educational Role of Ideological Indoctrination in Human Rights Injuries*, Lima, Peru, November 2017

American High School, Universidad Uladech, University San Martin, *Research on CQ, EQ, TL, and Burnout*, Lima, Peru, November 2017

Thomasville, NC City Schools, *CQ in the Classroom*, September 2019

Kernersville, NC Fire Department, *Leadership, Cultural Intelligence, Conflict Resolution, and Communication*, February 2020

City of Lexington, NC, #OneCityTeam Unite Event, *Cultural Intelligence*, March 2020

UNC Charlotte Career Center Staff & Students, *Unconscious Bias*, March 2021

Grant Professionals Annual Conference, *Cultural Intelligence & Cultural Values*, November 2021

College of William and Mary Black Business Student Association, *Cultural Competence: The key to effective leadership*, October 2022