

GREGORY W. BOURGOND, DMin, EdD

391 Harriet Circle
Shoreview, Minnesota 55126
Phone: 651-308-1530
Email: GWBourgond@gmail.com

SUMMARY

Innovative senior level leader with operational experience possessing seasoned competencies in strategic planning and organizational implementation, project management and team building, leadership development and training, teaching and mentoring, environmental assessment and problem resolution, and change facilitation and personnel productivity maximization. Proven track record in successfully leading and managing diverse teams of professionals, volunteers, operational, and staff groups to perform above expectations. Areas of expertise and strengths include:

Expertise

- Strategic Planning
- Leadership Development
- Personnel Development
- Teaching
- Mentoring
- Training
- Organizing
- Supervising
- Strategic Alliance Building
- Networking
- Consulting
- Business Management
- Program Development
- Program Management
- Selling and Marketing
- Financial Management
- Writing
- Public Speaking

PROFESSIONAL EXPERIENCE

ADJUNCT PROFESSOR – Adult & Graduate Studies – St. Paul, MN 2016 - Present **University of Northwestern**

- Taught numerous graduate and undergraduate level ministry courses in blended and online formats including Leading and Organizing Ministry, Ministry Relations, Interpersonal Communications, and Contemporary Religious Cultures & Evangelism.

ADJUNCT PROFESSOR – Leadership – Arden Hills, MN 1995 - Present **Bethel Seminary of Bethel University**

- Taught numerous masters and doctoral level courses in organizational leadership and spiritual formation. Currently teaching online doctoral course – Ministry Foundations.

HEART OF A WARRIOR MINISTRIES – Shoreview Minnesota 1992 - Present

- President & Founder of a 501c3 non-profit organization beginning informally in 1992, formally in 2000, and established as a non-profit in 2008.
- Developed four journeys to help men live lives of integrity and honor...
 - Ground 0 – Basic Discipleship (Established Biblical Foundations)
 - Phase I – The Compass (Calibrates Beliefs, Values, Attitudes, & Motives)
 - Phase II – The Map (Facilitates One’s Unique Trajectory)
 - Phase III – The Guide (Being A Mentor and Being Mentored)
 - BSM & BS – Bible Study Methods & Bible Survey (Bible Skill Development)

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MINISTRY ADVANTAGE – Houston Texas

2010 – 2016

- Director of Online Coaching Certification – oversee the coaching certification process designed to facilitate mastery of the following ministry practices....
 - Strategic Planning & Implementation
 - Leading Change
 - Organizing & Delegating
 - Maximizing Key Ministry Positions
 - Outreach & Assimilation
 - Maturing Your Church Financially
 - Developing Leaders & Teams
- Coach pastors desiring to coach other pastors.

CHRIST COMMUNITY CHURCH – Rochester Minnesota

2010 – 2014

- Appointed Executive Pastor with responsibility for staff development, supervision and management. Fulfills several roles including catalyst/strategist (10%), overseer/leader (30%), developer/mentor (20%), minister/teacher (20%), and manager/administrator (20%).
 - Provided day-to-day operational oversight and direction.
 - Provided leadership development for ministry team.
 - Provided strategic and tactical guidance to the staff.
 - Aligned ministry activities to the DNA of the church.
 - Coordinated the accomplishment of strategic objectives in accordance with agreed upon strategic initiatives.
 - Repurposed and led the small groups ministry and spiritual formation initiatives resulting in 77 groups. Trained leaders for these groups.
 - Established a vibrant men's ministry (E5venture) that mobilized over 250 men.
 - Mentored leaders to act on their faith and live transformed lives.
 - Established FIT – a ministry that helped people determine their wiring and placement in volunteer roles within and outside the church.
 - Created an organizational structure to meet the needs of the church.
 - Facilitated the hiring of an executive search firm to fill needed ministry positions.
- Appointed Senior Associate Pastor with responsibility for spiritual formation and development, small groups, men's ministry, women's ministry, and single's ministry.
 - Developed small group ministry philosophy and conducted orientation sessions for medical professional, young couples, and adult small groups.
 - Developed and conducted multiple training orientations to develop budding and accomplished leaders.
 - Provided pulpit supply as needed and fulfilled speaking engagements in the community of Rochester Minnesota and other locations.
 - Currently developing spiritual maturation strategy encompassing planting (connecting with God), taking root (developing and equipping), pruning (character building and refinement), bearing fruit (living in bold relief), and scattering (spreading God's kingdom).
- Hired as a consultant and operated as interim executive pastor overseeing the ministry staff.
 - Recruited a permanent executive pastor.
 - Provided leadership development for the ministry staff.
 - Facilitated strategic planning processes and implementation strategies.
 - Conducted annual ministry planning and goal setting for staff.
 - Conceptualized organizational systems for ministry efficiency and effectiveness.
 - Created standard operation procedures including best ministry team practices, ministry leadership principles, and ministry expectations.

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BOURGOND MINISTRY CONSULTANT SERVICES

2010 - Present

- Ministry Advantage, Houston, Texas – Director of Online Coaching Certification for Pastors
- Denver Seminary, Littleton, Colorado – Planning & Implementation of Distributed Learning
- Focus Visit Chair, Association of Theological Schools (ATS), Pittsburgh, Pennsylvania

BETHEL UNIVERSITY, St. Paul, MN

1995 – 2010

Director of Strategy for Online Education - University (2008-2010)

Vice President of Operations and Strategic Initiatives - Seminary (2001-2008)

Dean – Center for Transformational Leadership - Seminary (2004-2006)

Director – Doctor of Ministry Programs – Seminary (1995-2004)

Dean of Academic Affairs & Instructional Technology - Seminary (1995-2001)

- Provided leadership for the advancement of distance learning across Bethel University. Centralized all instructional technology services and support provided to CAS, CAPS/GS, and the Seminary for greater efficiency and effectiveness.
- Led a 2-year study to determine the future of Bethel Seminary in 2018. This study is now being used to develop an implementation plan that will make the seminary a key player in graduate theological education.
- Provided day-to-day management of seminary operations including strategic planning, budget preparation and oversight, establishment of strategic alliances with businesses and organizations, oversight of distributed learning that resulted in Bethel Seminary leading all 250+ seminaries in the country in distance learning, and other transregional tasks.
- Provided strategic direction for admissions, enrollment and retention leading to the highest enrollment in the history of the seminary. Provided resources and mentoring to the director.
- As self-study coordinator for the combined accreditation visit of NCA and ATS the seminary was approved for 10 more years of accreditation and was commended for its entrepreneurship. The self-study encompassed three regions and six teaching sites.
- Established a strategic alliance with Gallup Organization, brought StrengthsFinder® to the seminary, provided for certification of 30 coaches, and implemented the instrument for all incoming students.
- Published multiple articles, manuals, and book chapters dealing with distance learning, spiritual formation, strategic planning, organizational competencies, leadership development, and operational strategies.
- Promoted and sponsored an initiative that addressed diversity issues, gathered data, identified effective recommendations, and presented findings that led to raising awareness and resolving conflicts.

COLLEGE AVENUE BAPTIST CHURCH, San Diego CA

1991 – 1995

Pastoral Staff Coordinator & Adult Ministries Director

- Served in several leadership capacities in the church. Was the adult pastor and staff coordinator for a mega church in San Diego leading 13 pastors and oversaw 135 ministries in the church.
- Developed operational systems, provided training for small group leaders, and supervised the small group ministry activity that expanded small groups from 20 to 135 in four functional areas.
- Became a spokesperson for small group dynamics for several national organizations including Carl George and Fuller Institute, Lyman Coleman and Serendipity, and Pilgrimage Training Group.
- Developed program and project guidelines, SMART goals, and performance evaluations aligned with the mission, vision, and objectives of the organization.

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- Developed and taught multiple courses and wrote many articles on ministry operations, leadership development, and spiritual formation.
- Provided key inputs in strategic planning, implementation, and evaluation.
- Established a ministry as president and founder for men dedicated to helping them live lives of integrity and honor. Currently in a number of states and foreign countries continuing to the present day.

COMMERCIAL INDUSTRY, Syracuse NY

1988 – 1991

DEFENSE INDUSTRY San Diego and Long Beach, CA, Syracuse, NY

1980 - 1988

Principal Analyst – Analysis & Technology, Inc., Senior Project Engineer – Hughes Aircraft Company; Training Unit Manager – General Electric; General Manager Mitsubishi – Burdick Companies

- Was selected as a ‘High Potential’ by General Electric and trained in leadership at their institute, Crotonville on the Hudson, and was also selected for the executive training program after reaching specified financial goals.
- Turned around a failing enterprise that was losing \$15M a year. Realized a \$15M profit in a 1 ½ years. Selected for GE’s prestigious executive training program as a result.
- After completing an arduous training program, succeeding in every position (fixed and variable) operations, was given a failing dealership to lead that was 18 out of 18 dealerships in the region. In a year, the dealership was number one. Used situational leadership to motivate staff.
- Was one of the youngest senior project engineers for HAC and helped them develop an anti-submarine warfare trainer concept based on personal expertise in passive anti-submarine warfare technologies at the time.
- Trained ships around the world in anti-submarine warfare which required interfacing with senior military leadership, mobilizing personnel to perform above and beyond their demonstrated capabilities, coordinating exercises, and establishing cooperative engagements.

U.S. NAVY Multiple National and International Locations

1968-1980; 1984-2000

Senior Chief Sonar Technician (Selectee) and Lieutenant Commander Naval Intelligence

- Was one of the youngest to attain the rank of Senior Chief (E-8) and was the first master training specialist and surface passive sonar supervisor in the Navy.
- Was awarded the Meritorious Service Medal as an enlisted service member (a very rare occurrence) for developing a classification technique for submarines called the elimination technique.
- Joined the Navy in 1968 and rose in rank rapidly selected for advancement to E-8 in 11 ½ years. Was commissioned as a Naval Intelligence Officer in 1984 and retired from the Navy at the rank of Lt. Commander in 2000.

EDUCATION

Institute for Educational Management (Certificate), Harvard Graduate School of Education, Cambridge, MA (2003)

Doctor of Education (Ed.D.), Instructional Technology and Distance Education, Nova Southeastern University, Ft. Lauderdale, FL (2001)

Doctor of Ministry (D.Min.), Church Leadership, Bethel Theological Seminary, St. Paul, MN (1997)

Master of Divinity (M.Div.), Bethel Theological Seminary, San Diego, CA (1983)

BA – Psychology, Chapman University, Orange, CA (1979)

AA – General Studies, Chapman University, Orange, C (1977)

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PROFESSIONAL ACTIVITIES

- **Author** – Multiple Articles, Manuals, Videos, Presentations, Book Chapters, and Books
 - *A Rattling of Sabers: Preparing Your Heart for Life's Battles* (July 2010, Republished September 2012), awarded Editor's Choice and Rising Star, iUniverse Publishers
 - *Papa's Blessing: The Gift That Keeps Giving* (July 2011), awarded Editor's Choice, iUniverse Publishers
 - *Setting Your Course: Navigating Your Life's Journey* (March 2014), awarded Editor's Choice and Rising Star, iUniverse Publishers
 - *Leadership Beef Jerky: Principles and Practices You Can Chew On* (June 2018), iUniverse Publishers
 - "Filling the Legacy Void," in *If You Passed Your Baton, Take It Back*. Chuck Stecker (Seismic Publishing Group, 2018), Chapter 29.
 - "1 Samuel Part I." J. Robert Clinton's *Biblical Leadership Commentary*. J. Robert Clinton, Dave Dougherty, Greg Bourgond, Frank Haskins, 2003.
- **Speaker** – leadership development and practices, personal and spiritual formation, organizational and operational practices, ministry functions, and management competencies
- **Consultant** – Strategic Planning, Leadership Development, Spiritual Formation, Implementation Practices, Organizational Systems, Distance Education
- **Adjunct Professor** – Doctor of Ministry Program, Bethel Seminary; Adult & Graduate Studies, University of Northwestern
- **Accreditation Chair for Focus Visits** – Association of Theological Schools
- **Certified StrengthsFinder® Coach**
- **Member: Sloan-C Consortium of Institutions and Organizations** committed to quality online education; **US Distance Learning Association (USDLA)**
- **C.S. Lewis Visiting Scholar (2)**, The Kilns, Headington, England
- **President & Founder of Heart of a Warrior Ministries** – trains men to live lives of integrity, authenticity, focus, and intentionality (1992 – Present)
- **Board Member: Liberty Classical Academy** (2021 – Present)

Strengths (StrengthsFinder®)

- | | | |
|-------------|------------------|------------------|
| • Learner | • Belief | • Focus |
| • Activator | • Relator | • Self-Assurance |
| • Achiever | • Responsibility | • Strategic |
| • Input | • Command | |