

J. Michael Godfrey

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EDUCATION

Doctoral

Southwestern Baptist Theological Seminary, Fort Worth, TX
Doctor of Ministry (Church and Education Emphasis), 1991
Project: The Design and Implementation of Enrichment Groups for Parents of Teenagers through the Local Church with Emphasis on the Training and Utilization of Lay-Facilitators

George W. Truett Theological Seminary, Baylor University, Waco TX
Studies in Doctor of Ministry Program (Church Leadership), 2000-2001

Baylor University, School of Education
Doctor of Philosophy in Educational Psychology, 2005
Emphasis on Adult Learning, Creativity, and Problem-solving
Dissertation: The Role of Mentoring in the Developmental Experiences of Baptist Pastors in Texas: A Case Study

Postgraduate

Southwestern Baptist Theological Seminary, Fort Worth, TX
Additional studies in Theology, 1981-84

Graduate

Southwestern Baptist Theological Seminary, Fort Worth, TX
Master of Arts in Religious Education, 1983
(Replaced Master of Religious Education degree, 1981)

Undergraduate

Baylor University, Waco, TX
Bachelor of Music Education cum laude, 1977

Kilgore College, Kilgore, TX
Associate of Fine Arts with honors, 1975

EXPERIENCE (functional)

- **Mentoring and Coaching**
 - Sixteen years of experience
 - 2700+ clock hours of mentoring and coaching experience.
 - 380+ clock hours of coach-specific training
- **Birkman Consulting**
 - 1700 Reports Issued.
 - Delivered 1300+ hours of feedback experiences on reports issued for individuals and groups.
 - Delivered numerous group feedback experiences for group/team development.
- **Teaching/Training**
 - Served as a part-time lecturer in Practical Theology at the George W. Truett Theological Seminary, Baylor University, Waco, TX, 2002 and 2004 - 2014.
 - Recognized as an exceptionally effective educator of adults and youth, receiving frequent, decidedly positive evaluations related to development and leadership of teaching/learning experiences.
 - Received undergraduate training in music education (held Texas Teacher Certification – All Levels). Received high evaluations of student teaching experience in elementary and secondary schools.
 - Developed and implemented a highly effective program for training and development of ministry interns through the local church.
 - Supervised and mentored students preparing for ministry.
 - Served on teams for the design and development of church curriculum.
- **Communication and Public Speaking**
 - Reviews as extremely capable, experienced, and effective in speaking and teaching groups ranging in size from two to more than one-thousand and in various age groups
 - Key-note speaker for civic clubs, business organizations, and university settings.
 - Notably capable in interpersonal communication, able to listen carefully, clarify messages sent, and respond appropriately to verbal and nonverbal messages.
 - Able to effectively participate in group discussions, debating issues in a manner which generates further thought and discussion in the group.
 - Skilled in preparing concise and logically written communications.
 - Capable of organizing and presenting ideas effectively for formal or spontaneous presentations.
 - Extensively trained and experienced in making formal presentations, utilizing various media types and technologies, including presentation software and interactive technology.
- **Teamwork/Team Building**
 - Regularly enlisted and trained individuals and workgroups for various projects.
 - Regularly led groups in a fulfilling experience of working together toward common goals while encouraging individuals to utilize their unique gifts and abilities as an integral part of the process.
 - Led in the development of a strong spirit of teamwork among the staff members supervised.
 - Expert in utilizing the Birkman method for team building.

- **Problem Solving/Conflict Mediation**
 - Exceptionally skilled in identifying and solving complex problems.
 - Have experienced repeated success in diplomatically resolving conflict involving both paid employees and volunteers. This experience includes counseling individuals to create a greater understanding of and sensitivity to various personality types and enhance their communication skills.
 - Forty clock-hours of mediation training.

- **Educational Research/Evaluation**
 - Conducted in-depth qualitative 360-degree inquiry.
 - Project Coordinator for evaluating grants and programs for various non-profit institutions, especially public schools, utilizing quantitative, qualitative, and mixed research methodology.
 - Assisted Doctor of Ministry candidates at George W. Truett Theological Seminary, Baylor University, in developing research strategies and evaluation methods for their culminating projects.
 - Qualitative research in the study of adult learning and mentoring in religious settings.

- **Business Administration and Leadership**
 - Founded and led True Course Ministries, Inc. (non-profit) since 2003 as a growing and thriving ministry to congregations and clergy.
 - Founded and led True Course Living, Learning, Leading, LLC (for-profit) since 2008 as a growing and thriving business serving businesses and business professionals.

- **Strategic Planning and Mapping**
 - Led two churches in the process of strategic planning. This planning included updating the purpose statement.
 - Provided continuing leadership in strategic mapping according to the church's stated purpose and the congregation and community's needs as they presented themselves.
 - Played a key role in vision-casting for the staff, paid and volunteer, and the church as a whole.

- **Program Administration**
 - Successfully led Mobberly Baptist Church to complete the full relocation of its programming from its Mobberly Avenue Location to its present site on Loop 281 in Longview, TX. This involved schedule design and the reorganization of three Sunday Schools with an enrollment of more than 3,000 and a weekly attendance averaging more than 1,250 at that time.
 - Regularly assessed congregational and community needs. Based on these assessments, facilitated the development of ongoing programs for marriage enrichment, parent education, training in Christian fiscal management, grief recovery groups, divorce recovery groups, and other groups for support and enrichment.
 - Coordinated the total program of two churches, one of which had a membership of more than 5,300. This included developing processes to organize for continued growth, design curriculum, and provide for ongoing leadership development.
 - Coordinated, directly or indirectly, a variety of large projects (conferences, seminars, community outreach events, etc.) each year.
 - Supervised the development of a centralized calendaring/reservation system.

- Supervise the church program calendar's execution, including request processing, resource coordination (including facilities, transportation, food service, and childcare), negotiation for dates and resources as needed, and request approval.
- Seventeen years of experience in Youth Ministry programming for discipleship and activities, twelve years of which were in large church venues.
- Eleven years' experience in designing, implementing, and evaluating the total education program in local churches.
- **Church Business Administration**
 - Successfully supervised the development and management of a \$2.2 million budget, which included facilitating improvement of accounting practices and controls.
 - Indirectly supervised more than eighty employees at one time (including employees of a child development center).
 - Directly supervised as many as six full-time professional staff members.
 - Worked with Personnel Committees to establish new positions, job descriptions, and compensation packages.
 - Led the church to establish a benefits package for support employees.
 - Led in developing an interview and an evaluation process for employees.
 - Gave staff-level leadership to four capital fund-raising campaigns.
 - Planned and implemented the relocation of church offices. Directed clean-up and restoration of offices after flooding, which included work with insurance claims.
 - Had indirect supervision of property development, maintenance, and janitorial.
 - Worked with architects and contractors in the planning and construction of new facilities.
- **Policy Development and Administration**
 - Led in a major update of its constitution and bylaws, including committee reorganization.
 - Led in the development of two employee policy manuals.
 - In two churches, provided successful leadership to the development of policy for screening, training, and supervision of workers with minors as a pro-active step to reduce the risk of sexual misconduct.
- **Public Relations**
 - Supervised the publication of the weekly church newsletter.
 - Guided in the development of various publicity pieces, including brochures and direct mail. Greatly enhanced presentation of proposed budgets and church program.
 - Gave oversight to the development and maintenance of church websites.
 - Led in the development of several different marketing approaches for the church, including themes and logos.
 - Worked extensively with graphic artists, printers, videographers, advertising specialists, and website designers.
- **Pastoral Ministry**
 - Officiated in worship services, weddings, funerals, baptisms, and the Lord's supper.
 - Made regular pastoral care visits to hospitals, and as needed, to homes, nursing homes, and convalescent centers.
 - Served as a pastoral counselor with individuals, couples, and families.
 - Represented the church in the community as requested.

EXPERIENCE (Chronological)

Mentoring, Coaching, Consulting

Executive Director, True Course Ministries, Inc., Waco, TX, 2003 - present
<https://discoveryourtruecourse.com/tcm/> serving clergy and the Church

President, True Course Living, Learning, and Leading, LLC, Robinson, TX, 2008 - present
<http://discoveryourtruecourse.com/> serving individuals, business professionals, and organizations

Educational Research

Project Coordinator, Baylor Evaluation Services Center, Baylor University, Waco, TX, 2003 - 2005

Church

Served as Interim Pastor, Minister of Education and Administration, Associate Pastor for Education and Program, Minister to Youth, and Minister of Music in various churches ranging in size from 100 to 1,500 in attendance. 1975 – 2008

Higher Education

Part-time Lecturer in Practical Theology (Leadership), George W. Truett Theological Seminary, 2008-2014. Courses: Introduction to Mentoring; Conflict Management in the Church.

Part-time Lecturer in Practical Theology (Christian Education), George W. Truett Theological Seminary, 2002, 2005-2012; Courses: Introduction to Christian Education; Principles of Teaching the Christian Faith; Christian Religious Education – Adult

Consultant to the Doctor of Ministry Program (Research Design), George W. Truett Theological Seminary, 2004 - 2016. Independent contractor coaching and training candidates in research design for culminating projects.

Volunteer Service – Local, State, National

Business Networking International, Education Coordinator, October 2020 – present; Vice President, April – September 2015; President, October 2015 – March 2016; Mentoring Coordinator, October 2017 – March 2018; President, April 2018 – September 2019.

Church Revitalization Team Member, Waco Regional Baptist Association, Waco, TX, 2010 - 2012.

Leadership Team member, Waco Regional Baptist Network, Waco, TX, 2006 – 2010

Member of the Nominating Committee for Baylor Regents, Baptist General Convention of Texas, 2002

Member of Temple ISD Health Advisory Committee, advising on Sex Education Curriculum, 1999-2000

Member of Letourneau University Adult Continuing Education Advisory Council, 1997

Member of Longview ISD Health Advisory Committee, advising on Sex Education Curriculum, 1997

Served on a national workgroup for the development of Mobilizing Believers Now: The Leadership Development Ministry, published by the State Missions Commission of the Baptist General Convention of Texas, 1993

Co-Chair of Self-Esteem Committee of the Greater Longview Organization of Business and Education, 1991-1992

Member of the Parent Education team for the Greater Longview, TX Area

PROFESSIONAL ASSOCIATIONS

Credentialed Member of the International Coach Federation (Professional Certified Coach)

European Mentoring and Coaching Council Accredited Team Coach at Foundation Level

Business Networking International

Greater Hewitt Chamber of Commerce

Waco Chamber of Commerce

Robinson Chamber of Commerce

AWARDS AND HONORS

Recipient of the *2007 Malcolm S. Knowles Award for Outstanding Adult Education Program* given by the American Association of Adult and Continuing Education for the design and implementation of the True Course Mentoring approach, a work of True Course Ministries, Inc.

Named Distinguished Alumnus of Hallsville High School, Hallsville, TX 1988

Listed in Who's Who in the Southwest, Twenty-First Edition; Who's Who of Emerging Leaders in America, Third Edition; Who's Who in Religion, Fourth Edition

Named to Longview Bank and Trust "People Who Make a Difference in Our Community"

Named to Outstanding Young Men in America, 1982, 1985

Member of Gamma Beta Phi Honor Society

Associate of Fine Arts Degree - Highest ranking student in the School of Fine Arts, Kilgore College

Member of Phi Theta Kappa Honor Society

SELECTED PROFESSIONAL ACHIEVEMENTS

Led First Baptist Church of Temple to recognition by the Baptist General Convention of Texas for New Growth by starting twelve new Bible Study units, 1999-2000.

Led Mobberly Baptist Church to recognition as one of Fastest Growing Sunday Schools in Texas, Fourth Largest Numerical Increase in Attendance Among Churches with Attendance of 1,001-2,000, 1995-1996

Led Mobberly Baptist Church to recognition for Largest Numerical Increase in Sunday School Attendance in Gregg Baptist Association, 1995-1996

Led Mobberly Baptist Church to recognition as one of the Fastest Growing Sunday Schools in Texas with Second Largest Numerical Increase in Enrollment among Churches with Enrollment of 2,001-4,000, 1993-1994

Led Mobberly Baptist Church to recognition for Largest Numerical Increase in Sunday School Enrollment in Gregg Baptist Association, 1992-1993, 1993-1994, 1994-1995

PROFESSIONAL CERTIFICATIONS

European Mentoring and Coaching Council Accreditation and Professional Designation as Team Coach at Foundation Level, November 2020. Credential current through 2025.

Certified Genos[®] Emotional Intelligence Practitioner, August 2020 – present

Certified Conversational Intelligence[®] Coach, December 2016 <http://coaches.ciqcoach.com/coach/j-michael-godfrey-dmin-phd-pcc/>

Professional Certified Coach credential from the International Coach Federation, September 2012. This credential is current through 2021.

Coach U Certified Graduate, September 2012

Birkman[®] Master Certified Consultant by Birkman International, February 2012 - Present

Associate Certified Coach credential from the International Coach Federation, October 2010

Certified advanced training in conflict management using the Birkman Method[®] by Birkman International, Inc.

Certified for Intentional Interim Ministry through the Baptist General Convention of Texas and the Center for Congregational Health, Winston-Salem, NC

Advanced Certification in Critical Incident Stress Management and Post-Trauma Syndromes from the International Critical Incident Stress Management Foundation, Inc.

PUBLICATIONS

- Godfrey, J. Michael, (2020). The neglected key to stress management. Texas CEO Magazine (Q1, 2020). Austin: The American CEO, LLC dba Texas CEO Magazine.
- Godfrey, J. Michael, (2019). Innovating, Inspiring, Energizing Exceptional Customer Experience, Custom-designed curriculum for Alliance Bank of Central Texas, 2019-2020.
- Godfrey, J. Michael. (2017) Put stress to work: Turning headaches to advantages. St. Peters, MO: Thomas Noble.
- Godfrey, J. Michael. (2013) Without regret: Be more, see more, achieve more that really matters. St. Peters, MO: Thomas Noble.
- Godfrey, J. Michael. (2012) True to their calling: Coaching for a sure start. In J. Val Hastings (Ed.), Ministry 3.0 (pp. 79-85). St. Peters, MO: Cathedral Rose Books.
- Godfrey, J. Michael. (2012) From burnout to breakthrough: Coaching for a faithful finish. In J. Val Hastings (Ed.), Ministry 3.0 (pp. 86-92). St. Peters, MO: Cathedral Rose Books.
- Godfrey, Michael. (2011) The Distinctive Life of Disciples, Lesson 4 in The Gospel of Matthew: A Primer for Discipleship. Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2011) Live by Jesus' Interpretation of God's Will, Lesson 5 in The Gospel of Matthew: A Primer for Discipleship. Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2011) Show Your Faith This Way, Not That Way, Lesson 6 in The Gospel of Matthew: A Primer for Discipleship. Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2010) Letters of James and John: Real Faith, Lesson 7 – Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2010) Letters of James and John: Real Faith, Lesson 8 – Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2008) Growing Together: Place Priority on Scripture. – Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2008) Growing Together: Share Genuine Fellowship. – Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2008) Growing Together: Worship Together. – Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.
- Godfrey, Michael. (2008) Growing Together: Minister to People's Needs. – Teaching Plans in Adult Bible Teaching Guide. Dallas: BaptistWay Press.

- Godfrey, Michael. (2008) *Growing Together: Witness to the World. – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, J. Michael. (2006) *Sure Start, Fruitful Journey, Faithful Finish: The Role of Mentoring in the Developmental Experiences of Pastors*. (White paper)
- Godfrey, J. Michael. (2006) *Shepherding the Shepherds: Mentoring in Religious Contexts*. (White paper)
- Godfrey, J. Michael. (2005) *The Role of Mentoring in the Developmental Experiences of Baptist Pastors in Texas: A Case Study*. Unpublished Dissertation. Waco, TX: Baylor University.
- Godfrey, J. Michael. (2005) *The Role of Mentoring in the Developmental Experiences of Baptist Pastors in Small Churches in Texas*. Published in the proceedings of the 7th Annual Educational Psychology Doctoral Candidate Symposium. Waco, TX: Baylor University.
- Godfrey, Michael. (2006) "The Beginning of Wisdom" in *The Book of Psalms: Songs of Faith and The Book of Proverbs: Sayings of Faith – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2006) "Wisdom for Right Living" in *The Book of Psalms: Songs of Faith and The Book of Proverbs: Sayings of Faith – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2006) "Wisdom for Every Area of Life" in *The Book of Psalms: Songs of Faith and The Book of Proverbs: Sayings of Faith – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2006) "Wisdom in Human Relationships" in *The Book of Psalms: Songs of Faith and The Book of Proverbs: Sayings of Faith – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2005) "The Downward Spiral" in *Joshua and Judges – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2005) "Deborah: Prophetess, Judge, Wife" in *Joshua and Judges – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2005) "Gideon: Struggling with Uncertainty" in *Joshua and Judges – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, Michael. (2005) "Relying on God's Resources" in *Joshua and Judges – Teaching Plans in Adult Bible Teaching Guide*. Dallas: BaptistWay Press.
- Godfrey, J. Michael. (2004) *Evaluation Report on Midway Independent School District/Midway Intermediate School Teaching and Learning Grant*. Baylor University: Baylor Evaluation Services Center.
- Godfrey, J. Michael. (2004) *Evaluation Report on Midway Independent School District/Speegleville Elementary School Teaching and Learning Grant*. Baylor University: Baylor Evaluation Services Center.

- Godfrey, J. Michael. (2004) Evaluation Report on Mexia Independent School District/Mexia High School Teaching and Learning Grant. Baylor University: Baylor Evaluation Services Center.
- Godfrey, Michael. "Your Ministry Can Be an Incubator for Effective Christian Leadership" (unpublished paper).
- Godfrey, Michael. (2001) "How to Find Your Place in the Church (Ephesians 4:1-16)" in Galatians: By Grace through Faith and Ephesians: God's Plan and Our Response – Teaching Guide, *Bible Study for Texas*, Dallas: BaptistWay Press.
- Godfrey, Michael. (2001) "How to Walk the Walk and Talk the Talk (Ephesians 4:17-5:11)" in Galatians: By Grace through Faith and Ephesians: God's Plan and Our Response – Teaching Guide, *Bible Study for Texas*, Dallas: BaptistWay Press.
- Godfrey, Michael. (2001) "How to Be Christian in Family Life (Ephesians 5:21-6:4)" in Galatians: By Grace through Faith and Ephesians: God's Plan and Our Response – Teaching Guide, *Bible Study for Texas*, Dallas: BaptistWay Press.
- Godfrey, Michael. (2001) "How to Be Christian When It's Not Easy (Ephesians 6:10-24)" in Galatians: By Grace through Faith and Ephesians: God's Plan and Our Response – Teaching Guide, *Bible Study for Texas*, Dallas: BaptistWay Press.
- Godfrey, James Michael. (1991) *The Design and Implementation of Enrichment Groups for Parents of Teenagers through the Local Church with Emphasis on the Training and Utilization of Lay-Facilitators*. Unpublished Doctor of Ministry Project Report, Southwestern Baptist Theological Seminary.
- Godfrey, Mike. (1991) "Praise of the Redeemed: Psalm 103:1-5" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 23. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1991) "Redeemed and Holy: Isaiah 62:6-12" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 21. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1991) "Redeemed from Iniquity: Titus 2:11-14" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 18. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1991) "Song of the Redeemed: Revelation 5:9-12" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 20. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1991) "Testimony of the Redeemed: Psalm 107:1-9" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 19. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1991) "Walk of the Redeemed: Isaiah 35:1-10" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 22. Nashville: Sunday School Board of the Southern Baptist Convention.

- Godfrey, Mike. (1991) "Throw Away" in *Encounter! A Youth Worship Guide*, ed. J. William Thompson, 17. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1991) "Time Out for Time Management" in *Equipping Youth*, ed. Randy A. Lanford, 17. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1988) "Don't Just Spend Time – Invest It! (Time Management)" in *Disciple Now Manual*, comp. Clyde T. Hall and Wesley O. Black. Randy A. Lanford, ed. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1988) "First Things First (Priorities)" in *Disciple Now Manual*, comp. Clyde T. Hall and Wesley O. Black. Randy A. Lanford, ed. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1988) "I Know Where I'm Going (Goals)" in *Disciple Now Manual*, comp. Clyde T. Hall and Wesley O. Black. Randy A. Lanford, ed. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1988) "Leaders: Implementers of Life-change" in *Disciple Now Manual*, comp. Clyde T. Hall and Wesley O. Black. Randy A. Lanford, ed. Nashville: Sunday School Board of the Southern Baptist Convention.
- Godfrey, Mike. (1988) "Reaching Your Friends – It's a Natural (Evangelism Strategy)" in *Disciple Now Manual*, comp. Clyde T. Hall and Wesley O. Black. Randy A. Lanford, ed. Nashville: Sunday School Board of the Southern Baptist Convention, 1988.
- Godfrey, Mike. (1988) "Teamwork: It's the Only Way to Win (Church)" in *Disciple Now Manual*, comp. Clyde T. Hall and Wesley O. Black. Randy A. Lanford, ed. Nashville: Sunday School Board of the Southern Baptist Convention, 1988.

PODCASTING

- Godfrey, J. Michael, *Discover Your True Course*, podcast posted currently on Apple, Google, and Spotify. Recorded in Robinson, TX, March 2020 – present.

PRESENTATIONS

- Godfrey, J. Michael, *Interpersonal Communication: Triumph or Train Wreck*, McLennan County United Way, Presented in Waco, TX, January 2021.
- Godfrey, J. Michael, *Sharpening Your Speaking and Presenting Skills*, Greater Waco Chamber of Commerce, Presented in Waco, TX August 2022.
- Godfrey, J. Michael, *Customer Experience Excellence*, Greater Waco Chamber of Commerce, Presented in Waco, TX, June 2022.
- Godfrey, J. Michael, *Coaching Your Employees to Success*, Greater Waco Chamber of Commerce, Leadership Waco, Presented in Waco, TX, February 2022.

Godfrey, J. Michael, *Weekly Presentations on Networking and Marketing*. Business Networking International, Presented in Waco, TX, October 2020 – September 2021.

Godfrey, J. Michael, *Tips for Managing a Very Busy Life*, Dell Computer Paralegal Group, Presented virtually, June 10, 2021

Godfrey, J. Michael, *Emotional Intelligence: The New Yardstick for Leadership*, Greater Hewitt Chamber of Commerce, Presented in Waco, TX, March 2021.

Godfrey, J. Michael, *Coaching Your Employees to Success*, Greater Waco Chamber of Commerce, Leadership Waco, Presented virtually, January 2021.

Godfrey, J. Michael, *Tips for Managing a Very Busy Life*, Texas Association of School Business Officers Austin Chapter, Presented virtually, January 2021. Invited to repeat this presentation from 2019.

Godfrey, J. Michael, *Engage and Mobilize: Be the Organization Where Everyone Loves to Work, Serve, and Be A Customer*, Greater Hewitt Chamber of Commerce, Presented virtually, May 2020.

Godfrey, J. Michael, *Sharpening Your Speaking and Presentation Skill*, Presented in Waco, TX, January 2020. Half-day seminar sponsored by True Course at Alliance Bank.

Godfrey, J. Michael, *Coaching Your Employees to Success*, Greater Waco Chamber of Commerce, Presented in Waco, TX, December 2019.

Godfrey, J. Michael, *Engage and Mobilize: Be the Organization Where Everyone Loves to Work, Serve, and Be A Customer*, Greater Waco Chamber of Commerce, Presented in Waco, TX, November 2019.

Godfrey, J. Michael, *Making Conflict Work for You: What a Masterful Conflict Manager Knows*, Texas Bankers Association Annual Human Resources and Operations Conference, Presented in Marble Falls, TX, August 2019.

Godfrey, J. Michael, *Teams: Are You Sure?* Society for Human Resource Management, Heart of Texas Chapter Luncheon, Presented in Waco, TX, June 2019.

Godfrey, J. Michael, *Without Regret*, Greater Waco Founders Lions Club, April 2019

Godfrey, J. Michael, *Boundaries: You Need Fences*, Greater Hewitt Chamber of Commerce Business Luncheon, March 2019.

Godfrey, J. Michael, *Making Conflict Work for You: Things to Remember*, Society of Human Resource Management Cross Timbers Chapter, February 2019.

Godfrey, J. Michael, *Tips for Managing a Very Busy Life*, Texas Association of School Business Officers Austin Chapter, January 2019.

Godfrey, J. Michael, *Making Conflict Work for You: Things to Remember*, Society of Human Resource Management Central Texas Chapter, October 2018

Godfrey, J. Michael, *Making Conflict Work for You: Things to Remember; Managing Your Most Valuable Resource; Put Stress to Work*, Texas Association School Business Officers, Central Texas Chapter, September 2018.

Godfrey, J. Michael, *Tips for Managing a Very Busy Life*, National Association of Female Executives, Waco Chapter, Waco, TX, August 2018.

Godfrey, J. Michael, *When People Make You "Crazy,"* Greater Hewitt Chamber of Commerce Leadership Series, Hewitt, TX, Houston, TX, June 2018.

Godfrey, J. Michael, *Tips for Managing a Very Busy Life*, Central Texas Chapter of Texas Association of School Business Officers, Presented at Region 12 Service Center, Waco, TX, May 2018.

Godfrey, J. Michael, *Making Conflict Work for You: Things to Remember*, Society for Human Resource Management, Heart of Texas Chapter, Presented in Waco, TX, April 2018.

Godfrey, J. Michael, *Without Regret: Be More, See More, Achieve More that Really Matters*, Greater Hewitt Chamber of Commerce Leadership Series, Hewitt, TX, Houston, TX, April 2018.

Godfrey, J. Michael, *Put Stress to Work: Turning Headaches into Advantages*, Greater Hewitt Chamber of Commerce Leadership Series, Hewitt, TX, February 2018

Godfrey, J. Michael, *Managing Your Most Valuable Resource*, Greater Hewitt Chamber of Commerce, Hewitt, TX, Houston, TX, July 2017.

Godfrey, J. Michael, *Living Without Regret*, Houston Metropolitan Baptist Ministers Conference, Houston, TX, July 2016.

Godfrey, J. Michael, *Living Without Regret*, Southern Baptist Business Officers Conference, March 2016.

Godfrey, J. Michael, *Putting Conflict to Work*, Houston Metropolitan Baptist Ministers Conference, Houston, TX, July 2015.

Godfrey, J. Michael, *Making Stress Work for You and Your Family*, 7-part live seminar series produced by True Course Life & Leadership Development and delivered at Columbus Avenue Baptist Church, March-April 2015.

Godfrey, J. Michael, *Stepping Up to Leadership*, Management training produced by True Course Life & Leadership Development for AAON Corporation, Longview, TX, February 2015.

Godfrey, J. Michael, *My Secret for Dealing with Guilt and Worry*, 3-part webinar series produced by True Course Life & Leadership Development, January/February 2015.

Godfrey, J. Michael, *3 Keys to Keeping Your Ethical Edge Sharp*, MCEU presentation (ethics), Bell County Bar Association Bench and Bar Meeting, October 2014.

Godfrey, J. Michael, *Putting Stress to Work for You and Your Family*, 3-part webinar series produced by True Course Life & Leadership Development, September/October 2014, September/October 2015.

Godfrey, J. Michael, Teleclasses for Coaching4Clergy.
Leading Small Groups and Life Groups, 2012, 2013
How to Lead a Teleclass, 2012

Godfrey, J. Michael, Do More that Matters, presentation at the Southern Baptist Business Officers Conference, March 2012.

Godfrey, J. Michael, *Managing Your Most Valuable Resource*, presentation at the Southern Baptist Business Officers Conference, March 2012.

Godfrey, J. Michael, Coaching Tools for Leaders (2-day Training)
Waco, TX, February 2011
WorldVenture Headquarters, Denver, CO, August 2011
Longview, TX, October 2011

Godfrey, J. Michael, Coaching Tools for Leaders (1-day Training)
Waco, TX, June 2011
East Texas Baptist University, August 2011

Godfrey, J. Michael, *When Staff Interactions Make You Crazy*, presentation at the Southern Baptist Business Officers Conference, March 2011.

Godfrey, J. Michael, *Serving By Standing Your Ground: Assertiveness in Ministry* (2-session webinar), April 2011.

Godfrey, J. Michael, *Staying Fired Up Without Burning Out* (2-session webinar), February 2011.

Godfrey, J. Michael, *Do More that Matters: Taking Control of Your Time and Energy* (2-session webinar), October-November 2010.

Godfrey, J. Michael. Basic Coach Training (2-day training), Waco, TX, October 2010

Godfrey, J. Michael. *Tips for Productive Conflict Management*. National Association of Church Business Administration, Heart of Texas Chapter, October 2009

Godfrey, J. Michael. *Flip Flops and Dress Ties: Exploring Generational Distinctives and their Value to Your Staff and Organization*. Produced by True Course Ministries at Western Heights Baptist Church, Waco, TX. April 2008.

Godfrey, J. Michael. *Thriving in the Balance: Self-care in Ministry*. George W. Truett Theological Seminary, Baylor University, Waco, TX, November 2007, February 2008.

Godfrey, J. Michael. *Life-giving Leadership: Learning Leaders in a Living Organism*. Texas Baptist Ministers of Education Retreat, Salado, TX, April 2007.

Godfrey, J. Michael. *Partners on the Journey: Dealing with Boundary Stress*. Bi-Vocational and Small Church Conference, George W. Truett Theological Seminary, September 2006, 2007

- Godfrey, J. Michael. *Integrity in a Glass House: Money, Sex, and Power*. George W. Truett Theological Seminary, Baylor University, Waco, TX, February 2007.
- Godfrey, J. Michael. (2006) *Story as a Vehicle for Reflective Practice through Mentoring*. Presented at the Annual Meeting of the Religious Education Association - Association of Professors, Practitioners, and Researchers in Religious Education in Atlanta, Georgia. November 3-5, 2006.
- Godfrey, J. Michael. *A Sure Start in Ministry: Your First or Your Next*. George W. Truett Theological Seminary, Baylor University, Waco, TX, February 2006.
- Godfrey, J. Michael. *A Sure Start Every Time: Job Search and Interview Helps*. Logsdon School of Theology, Hardin-Simmons University, Abilene, TX, February 27, 2006.
- Godfrey, J. Michael. *A Sure Start Every Time: Job Search and Interview Helps*. George W. Truett Theological Seminary, Baylor University, Waco, TX, February 22, 2006.
- Godfrey, J. Michael. *Mapping for Transformation: Managing Ministry Processes and Events*. George W. Truett Theological Seminary, Baylor University, Waco, TX, October-November 2005
- Godfrey, J. Michael. *Finishing Fully, Finishing Well: Time Management for the Christian Leader*. George W. Truett Theological Seminary, Baylor University, Waco, TX, September-October 2005
- Godfrey, J. Michael. *The Role of Mentoring in the Developmental Experiences of Baptist Pastors in Small Churches in Texas*. 7th Annual Educational Psychology Doctoral Candidate Symposium. Baylor University, Waco, TX. April 2004.
- Godfrey, J. Michael. *Mentoring in Ministry*. Williamson Baptist Association, Georgetown, TX. March 2004.
- Godfrey, J. Michael. *Leadership Essentials*. Pleasant Olive Baptist Church, Waco, TX. March 2004.
- Godfrey, J. Michael. *Congregational Health: A Systems Perspective*. Waco Baptist Association, Waco, TX. September 2004.
- Godfrey, J. Michael. *Generational Differences*. Meadowbrook Baptist Church, Robinson, TX. September 2004.
- Godfrey, J. Michael. *Situated Learning and the Development of Professional Leadership for Christian Faith-based Organizations*. Presented at the 52nd National Adult and Continuing Education Conference sponsored by the American Association for Adult and Continuing Education, Detroit, Michigan, November 2003.
- Godfrey, J. Michael. *Situated Learning and the Development of Professional Leadership for Christian Faith-based Organizations*. Presented at Baylor University Scholar's Day, February 2003.

LIFE-LONG LEARNING/CONTINUING EDUCATION

Global Team Coaching Practitioner Program: PERILL/CASP Stream. Delivered by WBECS. 131 hours completed, January – December 2022.

Green Cross Academy of Traumatology. Divine Mercy University.
Child & Adolescent Trauma Certificate, February 3, 2021.
Compassion Fatigue Educator Certificate, February 9, 2021.
Compassion Fatigue Therapist Certificate, February 17, 2021.

Staying Out of Ethical Hot Water. Presenter, Tina Elliott, MBA, PCC. ICF LA Virtual Event, 1.5 hours. May 2020.

Global Team Coaching Gateway Program with David Clutterbuck and Peter Hawkins. Delivered by WBECS. 21 hours completed February – August 2020.

Coach Master Toolkit Training with Andrew Neitlich, Delivered by WBECS, 40 hours completed in January – June 2019

Birkman Mindset Report Training, February 2017.

Conversational Intelligence® Coach Certification Training, 40+ hours completed in December 2016.

Continuing Education for ICF Credential Renewal - 40 hours including training and coaching practicum experiences completed in 2014.

Coach U Certified Graduate, September 2012

Coach U Advanced Coach Training Program Graduate, June 2011

Faculty Training for Accelerated Coach Training Program, May 2011

Train the Trainer for Basic Coach Training, Coaching4Clergy.com, August 2010.

Core Essentials Program Graduate, Coach U, August 2010

Coaching Clinic, Corporate Coach U, May 2009

Birkman Method® Advanced Training – Conflict Management, February 2008

Birkman Method® Level 1 Certification Training, September 2007

Forty clock-hours of training in conflict mediation, March 2001

"Enhancing Your Presentation Skills," Purdue University Continuing Education, 1997

"Leadership is Influence," Seminar with John Maxwell, 1995

"Coaching Skills for Managers and Supervisors," Audio Seminar, 1995

"The Secrets of Power Negotiating," Audio Seminar, 1994

"How to Manage Conflict, Anger, and Emotion," Audio Seminar, 1994

"Train the Trainer" Seminar (Personal Leadership Development, Sharpening Your People Skills, and Team Building), Walk Through the Bible Ministries, 1993

RESEARCH INTERESTS

Adult learning and creativity

Conflict Management

Coaching for life and career development

Organizational behavior and leadership

References Available Upon Request