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## **PERSONAL BACKGROUND**

Born: July 31, 1954

Kingsport, Tennessee to Mr. & Mrs. A.L. King

Brother: Kevin; Sister: Ina

Married May 22, 1976 to Pandora Warren

Daughter, Mary Rachel, born April 15, 1981

Son, Mark, born July 10, 1985

Hobbies: Reading, Walking, Racquetball, Auto Repair, Finish Furniture

## **EDUCATION**

1972 graduate of Sullivan Central High School, Blountville, TN

1975 BS East Tennessee State University, Johnson City, TN

Cum Laude honor

Double major (Speech Communications and History)

1985 MA in Bible from Columbia Biblical Seminary & School of Missions, Columbia, SC

1992 D. Phil. in Religion and Society from Oxford Graduate School, Dayton, TN

Research Areas not related to dissertation:

1. Creativity: Theory & Development
2. Future Trends based on values & beliefs of Baby Boomers
3. Adult Education: History, Theory & Current Models
4. The Role of Spiritual Disciplines in Individual Sanctification

Dissertation: The Relationship between Training in Personal Evangelism And Its Practice By The Laity

2006 D.Min. from Fuller Theological Seminary, Pasadena, CA

Focus of Study – Effective Leadership in Ministry

Courses included study under Robert Clinton, Archibald Hart, Dallas Willard and others.

Dissertation: A Study Guide for Pastors based on: The Five Smooth Stones Biblical Principles for Ministry by Robertson McQuilkin

## **EMPLOYMENT**

1973 Sunoco Service Station Kingsport, Tennessee

ATTENDANT

1974 GMAC Johnson City, Tennessee

PHONED LATE ACCOUNTS

1974-75 Southside Baptist Church Johnson City, Tennessee

YOUTH PASTOR

1975-77 Campus Crusade for Christ, International Boone, North Carolina

Associate Staff

ESTABLISH A NEW CAMPUS MINISTRY AT APPALACHIAN STATE UNIVERSITY

1978-83 Columbia Bible College Columbia, South Carolina

Director of Stewardship

FINANCIAL AID & DEVELOPMENT

Director of Ben Lippen Conference Asheville, North Carolina

1983-86 The Cove/Ben Lippen School Asheville, North Carolina

Asst. Director of the Billy Graham Training Center

PLANNING, DEVELOPMENT AND PROMOTION OF THE TRAINING CENTER

RESPONSIBILITIES INCLUDED LEADING CHURCH RETREATS, SEMINARS AND  
CONSULTING FOR CHURCH EFFECTIVENESS

Ben Lippen School Faculty

SENIOR BIBLE TEACHER, DIRECTOR OF CHAPEL SERVICES, COUNSELOR, CHAIRMAN OF BIBLE  
DEPARTMENT

1986-1991 Bent Creek Baptist Church Asheville, North Carolina

Pastor of Education and Evangelism

FULL TIME POSITION IN TEACHING, TRAINING AND RECRUITING LEADERSHIP FOR ADULT  
MINISTRIES AND PULPIT MINISTRY WHEN NEEDED. AFTER THE SENIOR PASTOR RESIGNED IN THE  
FALL OF 1990 I SERVED AS THE SENIOR PASTOR UNTIL JUNE 30, 1991.

1991-1997 Alliance Bible Fellowship Boone, North Carolina.

Pastor

CREATE AND MAINTAIN AN ENVIRONMENT WHERE THE HOLY SPIRIT CAN DEVELOP A HEALTHY  
CHURCH FAMILY.

SERVE AS MEMBER OF UNITED CAMPUS MINISTERS TO PROVIDE PASTORAL CARE FOR ASU  
STUDENTS

1997 – Present Columbia International University Columbia, South Carolina

Director of Alumni Ministries

DIRECT CIU'S MINISTRY TO OVER 15,000 ALUMNI LIVING IN OVER 130 COUNTRIES TO  
ENHANCE COMMUNITY BETWEEN ALUMNI AND WITH CIU

TEACH, COACH & CONSULT CONGREGATIONS AND ORGANIZATIONS

Professor of Leadership Columbia International University, Seminary & School of Missions

TEACH MASTER'S AND DOCTORAL COURSES IN LEADERSHIP

MENTOR DOCTORAL STUDENTS

## **CONTINUING EDUCATION & EXPERIENCE**

BEFORE COLLEGE Prior to 1972

Eagle Scout and Order of the Arrow

DURING UNIVERSITY STUDIES 1972-1975

1. Member of Reader's Theater Touring Group
2. Summer of 1973 completed the Institute of Biblical Studies at Arrowhead Springs with Campus Crusade for Christ, International.
3. Workshop Speaker: Campus Crusade Christmas Conference, 1973  
Topic: Classroom Evangelism
4. Church revivals and filled pulpit in various churches in East Tennessee
5. Coordinator for three East Tennessee Family Life Conferences with Tim LaHaye and Howard Hendricks
6. Taught Prayer workshops and Evangelism Training for the ETSU campus ministry and local churches

CAMPUS CRUSADE ASSOCIATE STAFF 1975-1977

1. Worked with André Kole ministry as coordinator for Boone performance
2. Directed Here's Life America campaign for Western North Carolina
3. Pulpit supply in local churches
4. Spoke at Hebron Colony (Drug & Alcohol Center)
5. Involved with Gideons, Intl.

#### STAFF WITH COLUMBIA BIBLE COLLEGE AND THE COVE 1978-1986

1. Member of Association of Institutional Development Officers (AIDO)
2. Attended workshops on Estate Planning, Foundation Grants, Capital Giving and Financial Aid
3. Chaired accreditation committees for ATS, SACS, and 10 year review with AABC
4. Chaired accreditation committees for SACS 10 year review for Ben Lippen School
5. Chaired Faculty/Staff Committees: Prayer life, Evangelism and Music committee for CBC and Ben Lippen School
6. Chairman of Bible Department for Ben Lippen School
7. Attended Elementary and Secondary Christian School Conference with the Association of Christian Schools, Intl. (ACSI)
8. Conducted workshops on Prayer, Self Image, Discipleship and Church Growth Consultation in 40+ churches in the South East as Assistant Director of the Billy Graham Training Center.
9. Attended the (APL) Applied Principles of Learning training of Walk Through the Bible which included the Seven Laws of the Teacher and the Seven Laws of the Learner.
10. Attended training in using the SIMA (Study in Motivated Abilities) vocational counseling instrument
11. Traveled with Ben Lippen's Senior Class to Washington D.C for one week tours
12. Attended the American Festival on Evangelism sponsored by the LCWE.
13. Completed Certification in the Masterlife Discipleship Training
14. Attended the Salt and Light Seminar in Atlanta, Georgia
15. Completed Certification in use of AMITY interpersonal communication material

#### WHILE ON STAFF AT BENT CREEK BAPTIST CHURCH 1986-1991

1. Visited Korea, Japan and Hong Kong for 21 days and interviewed national leaders and missionaries on the history of the Korean prayer movement
2. Attended Pastors conferences at First Baptist Jacksonville and Second Baptist Houston and Willow Creek Community Church
3. Attended the Southern Baptist Convention in Las Vegas
4. Attended the North Carolina Baptist Convention
5. Attended the Association of Church Missions Committees (ACMC) National Conference in Washington D.C.
6. Certified in Basic and Advanced Continued Witness Training and help train pastors in the Basic CWT course.
7. Attended the Building Witness Relationships Seminar
8. Conducted Revival meetings and Retreats for area churches
9. Taught at His Hill Torchbearers school (1 week sessions/2 years)
10. Served with my wife as Co-President of West Buncombe Elementary PTA
11. Computer training in using Word Perfect, ACS Database, and some misc. programs on IBM compatible system
12. Two week study and research at Oxford University January 1991.

#### PASTOR OF ALLIANCE BIBLE FELLOWSHIP 1991-June 30, 1997

1. Attended District and National meetings of the Christian & Missionary Alliance.
2. Serve as a supporting member of the CoMission Alliance to the CIS (former Soviet Union)
3. Have lectured on Biblical Principles and Public Policy, Developing a Personal Belief System, and Spiritual Development as guest speaker at Appalachian State University
4. Served as member of a leadership team to connect churches in the community through Concerts of Prayer
5. Been an active participant of the United Campus Ministers
6. Team coach for Odyssey of the Mind at Hardin Park Elementary School
7. Taught a course on Stress Management in Watuaga County Community Center
8. Attended SERENDIPITY small group leader training
9. Worked with Secondary level teachers through the Teacher Convocation program of Campus Crusade in Kursk and Orel in the CIS.
10. Taught "Biblical Principles of Leadership" in a two week format at Lampados Bible College in Krasnador for the Christian & Missionary Alliance.

11. Attended Promise Keeper Clergy Conference in Atlanta, Georgia
12. Completed Level 1 training of Planting & Growing Healthy Great Commission Churches by Division of Church Ministries.
13. Christian Life Conference Speaker at Columbia Intl. University (Fall, 96)

DIRECTOR OF CIU ALUMNI MINISTRIES & FACULTY MEMBER 1997-Present

1. Attended first annual meeting of the Evangelical Homelitical Society
2. Annual involvement with Leadership Network seminar on Laity Mobilized in the Congregation
3. Annual involvement with Willow Creek Association Leadership Summit
4. Attended Care Giver's Forum—a national group of organizations providing care for missionaries and clergy
5. Board Member of International Partnerships – Ukrainian led evangelism and church planting ministry
6. Pioneers Church Partner Forum
7. Speaker with Korean International Mission Network (KIMNET)
8. Visiting Professor of Leadership – East/West Missionary Training College, New Zealand
9. Church Consulting and leadership coaching w/ 700+ congregations and leaders including work in Hungary, Taiwan, Singapore, New Zealand, China, Russia, Ukraine, United Kingdom, St Vincent, and United States.
10. Created course on *Time Management as Life Management* for Seacoast Church to use in leadership development on all multi-sites and churches in the ARC Network in 2009.
11. Written a Leadership Training Study Course for New Missionaries with Intl. Mission Board of the Southern Baptist Convention, (due to complete by July 1, 2009)
12. Board Member of Missionary Training Intl. (MTI) since 2008.
13. Developed course for Seacoast church for leadership development on Time Management as Life Management (2009)

**PERSONAL PROFILE**

Results of The Self-Directed Search (SDS) Three highest scores:

Enterprising  
Social  
Artistic

Results of Myers-Briggs Type Indicator

Extrovert/Intuitive/Thinking/Perceiving (ENTP)

Results of Rokeach Value Survey Four Highest Values in each category:

Terminal Values

A sense of Accomplishment  
Mature Love  
Inner Harmony  
Freedom

Instrumental Values

Intellectual  
Imaginative  
Honest  
Self-controlled

Results of the Temperament analysis of Leadership Dynamics

(High I) Influencer and secondary score as a (D) Doer.

Tendencies include: Optimism, Enthusiasm, Being personable, Making a good impression, Being Verbally articulate, A desire to help others.

Weaknesses include: Lack of follow-through, over-selling, over-estimating anticipated results, misjudging capabilities, talking too much, over-committing.

Need others to provide: Follow through on detail, concentration on the task.

Ideal environment includes: A friendly atmosphere, freedom from control and detail, opportunity to influence others, public recognition of ability, opportunity to verbalize, positive reinforcement and praise and enthusiastic response to ideas.

Results of the Study in Motivated Abilities (SIMA)

My Central Motivational Thrust is:

**To Make a Mark by Building, Developing or Forming.** (I am not a Maintainer)

Abilities I am Motivated to Apply to tasks include:

Investigating, Conceptualizing, Planning, Developing, Influencing, Teaching, Communicating

The type of subject matter I am motivated to utilize:

Principles, Concepts, Vision, People in groups or individuals, Knowledge, Information, Procedures, Methods, Strategies, Tactics

The best environment for me would include:

Causes, Missions, Growth potential, Clear goals and objectives, Needs, Projects and Programs with closure, Results orientation

Leadership style is:

Coach/Facilitator who is very committed to a team approach.

### **Dreams and Long Term Goals**

Pastor with people who long to:

1. Mature as Christ Followers
2. Live in love as a multi-ethnic community
3. Shine a bright light for the joyous gospel of Christ in their area of influence and around the world.
4. Take faith filled risks to demonstrate Christ's love through compassionate care and hope filled service.

Publish in the areas of helping Christians be more effective in Prayer, Evangelism, and Discipleship

Publish in the areas of leadership development (creativity, planning, and other aspects of quantitative and qualitative church growth)

Teach Adults who are motivated learners in the areas of Biblical Studies, Evangelism, Prayer, Counseling, Discipleship, Ethics, Leadership, Spiritual Gifts, Communication and Healthy Leadership and Church.

Travel and teach anywhere in the world.

Help develop training centers or schools anywhere in the world that can impact both lay leadership and professionals for the church

Always be involved with a small group of men in a tutor/mentor relationship

SPIRITUAL GIFTS INVENTORY

Gifts listed according to strength

NETWORKING From Fuller Church Growth	DISCOVER GOD'S GIFT TO YOU By: Ralph Ennis
TEACHING The divine enablement to understand, clearly explain and apply the Word of God to the lives of listeners.	TEACHING The ability to understand and communicate the truth of God in a clear and relevant manner. Trains others by instructing and mentoring.
CREATIVE COMMUNICATION The divine enablement to communicate God's truth through a variety of art forms.	WISDOM The ability to discern applicable principles from God's Word to complex situations. Weak at detailed implementation. Best at consulting, advising, setting the foundations, direction and design of a ministry.
PROPHECY The divine enablement to proclaim God's truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance or edification.	APOSTLE The ability to see a big picture of the Body's ministries and provide what is lacking through pioneering a ministry. Best as pioneer of new or innovative ministries or overhaul existing ministries which have lost a sense of purpose or direction. Trains a leadership team by mentoring them. Weak at maintaining an existing ministry with little opportunity for changing it.
SHEPHERDING The divine enablement to lead, care for and nurture individuals or groups in the Body as they grow in their faith.	ADMINISTRATION The ability to organize information and things for himself and others to work efficiently in the Body of Christ. Weak at counseling people for extended periods of time to sift through and change personal problems. Strong at organizing people and resources in an efficient manner for a particular task.

The Clifton Strength Finder – Results – Top Five Strengths

Strategic

- You create multiple, alternate ways to do things.
- You can quickly pick out the relevant issues and patterns when confronted by problems and complexities
- Your talents are valuable because they enable you to quickly reach goals by seeing the pros and cons of various alternatives. You carefully consider the whole picture and then generate the most effective set of actions or routes to take.

Learner

- You thrive in dynamic work environments where you are asked to take on short project assignments and are expected to learn a lot about the new subject matter in a short period of time and then move on to the next one.
- You want to continuously learn and improve
- You can get frustrated about wanting to learn so many different things.

Activator

- You can see how ideas can be turned into action, you are impatient for action.
- You want to do things now, rather than simply talk about doing them.
- You can be very powerful in making things happen and getting other people to take action.
- Your talents bring innovation and creative approaches to problem solving.

- You like loops: Start → Refine → Proceed → Delegate

#### Self-Assurance

- You have confidence not only in your abilities but in your judgment.
- You can 'bounce back' from disappointments and crises.
- You believe that your decisions are right and that your perspective is unique and distinct.
- You alone have the authority to form conclusions, make decisions and act. This authority, this final accountability for the living of your life, does not intimidate you.

#### Assurance

- You are highly flexible. You like to figure out how all the pieces and resources can be arranged for maximum productivity.
- You can get a lot done, even though you usually have many projects going at the same time.
- People who like to do things by rules and procedures may find your ways chaotic. They may think that your effectiveness is mystery or pure luck.
- You are at your best in dynamic situations. Confronted with the unexpected, you jump into the confusion, devising new options and figure out new partnerships. You are simply trying to figure out the best way to get things done.

#### **HOW TO MANAGE Roy (based on Clifton Strength Finder)**

##### Strategic –

- 1) Position him on the leading edge of your organization. His ability to anticipate problems and their solutions will be valuable. Ask him to sort through all the possibilities and find the best way, then report back on the best strategy.
- 2) Involve him in organizational planning. "If this happened, what should we expect?"
- 3) Recognize this person's strength by sending him to a strategic planning or futurism seminar.
- 4) He has a strength for putting his ideas and thoughts into words. Ask him to present his ideas to his colleagues or to write them for internal distributions.

##### Learner –

- 1) Position this person in roles that require him to stay current in a fast-changing field. He will enjoy the challenge of maintaining his competency.
- 2) He doesn't necessarily need to be promoted; he just needs to be learning. It is the *process* of learning, not the result, that energizes him.
- 3) Encourage him to become the "master of trade" or "resident expert" in his field.
- 4) Ask him to conduct internal discussion groups or presentations. There may be no better way to learn than to teach others.

##### Activator –

- 1) Ask him what new goals or improvements should be achieved by your division. Give him the responsibility for initiating and organizing the project.
- 2) Let him know that you know he is a person who can make things happen and that you will be asking him for help at key times. Your expectations will energize him.

##### Self-Assurance –

- 1) Give him the leeway to make meaningful decisions. He will neither want nor require close hand-holding.
- 2) Position him in a role where persistence is essential to success.
- 3) Support his self-concept that he is an agent of action. Reinforce it with comments such as "It's up to you. You make it happen" or "What is your intuition saying? Let's go with your intuition".
- 4) He needs clear feedback to inform his instincts.

##### Arranger –

- 1) He will thrive on responsibility, so give him as much as you are able.
- 2) He can figure how people with very different strengths can work together.
- 3) Give him the opportunity to choose and position the members of the project team. He is good at figuring out how each person's strengths might add greatest value to the team.
- 4) He is excited by complex, multifaceted assignments. He will thrive in situations where he has many things going on at the same time.
- 5) He can be resourceful. Feel confident that you can slot him into a role where something is not working, and he will enjoy figuring out other ways of doing things.
- 6) Understand that his modus operandi for team building is through trust and relationship.

**REFERENCES (contact information available on request)**

John Davidson (supervisor 1978 – 1983; close friend to present)

Dr. Gerald Parker (friend and mentor since 1975; served as elder with me in Boone, NC)

Rev. Ron Barker (friend since 1972)

Dr. Robertson McQuilkin (worked under him from 1978 – 1983 and as close friend on writing projects 2000 – Present)

Gerald Ball (small group leader on my team in Asheville, NC)

Rev. Tim Bowers (served on my staff team in Boone, NC)

Dr. Steve Sweatman (President of Missionary Training Intl.)

Keith Marion (current supervisor)

Junias Venugopal (CIU seminary dean)

Dr. Jeff Philpott (Pastor of Sandhills Community Church where Pandora and I are members)

**Additional references provided on request**