
Rev. Debora Jackson, DMin, MDiv, MEng, MSM

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PROFESSIONAL PROFILE

Seasoned executive, consultant, author, and pastor with deep expertise in leadership development, organizational renewal, and strategic planning, who helps organizations and individuals realize full potential in life-giving and restorative ways.

- Visionary leader who empowers organizations to discern their vision, enabling them to bring that vision to fruition.
- Experienced “C-level” executive with a keen ability to quickly gather information to develop strategies that yield results.
- Effective communicator who capably and credibly articulates pertinent issues across all levels of an organization, while generating excitement and greater commitment to organizational objectives.

ACADEMIC APPOINTMENTS

Director, Lifelong Learning, Yale Divinity School

2017 – 2019

- Provided leadership in developing and implementing the overarching mission, strategy, and vision;
- Cooperate and collaborate with multiple stakeholders to identify, promote, and administer offerings;
- Represented YDS to constituencies, translating needs into offerings that serve the church and world;
- Administratively managed the program’s budget, implementation plans, resources, and communication strategy;
- Developed, implemented, and evaluated metrics to measure program success and improvement;
- Established the Lifelong Learning Program as a collaborative component of the full educational environment across YDS.

Adjunct, American Baptist Seminary of the West, Berkeley, CA

2016

Finding Sanctuary in the Midst of Leadership

The purpose of this course was to help students realize increased effectiveness in their leadership by creating sanctuary: a practice of taking time apart from one’s leadership context in order to engage in spiritual practices. The course considered the challenges of leadership and how those challenges demand practices that restore spiritual well-being. It drew on Judeo-Christian theology, spiritual disciplines and womanist leadership theory to craft a place of personal restoration that served to undergird each student in his/her leadership context.

Guest Lecturer

2012 – Present

- Yale Divinity School, New Haven, CT – Lecturer in Baptist Polity, 2018-2020.
- Lancaster Seminary, Lancaster, PA, Doctoral Program – Lecture on Spiritual Practices for Effective Leadership, October 2017-2020;
- Yale Divinity School, New Haven, CT – Clergy Scholars Program, 2018.
- Yale Divinity School, New Haven, CT – Theology and Medicine, Developed and facilitated grant funded Continuing Education cohort, 2017-2018;
- Berkeley Divinity School, New Haven, CT – Berkeley Colloquy Lecturer, 2018.
- Wentworth Institute of Technology, Boston, MA – Lecture on Leadership, March 2017; March 2016;
- Virginia Union Theological School – Lecture on the 7Rs of Sanctuary, March 2016;
- Andover Newton Theological School, Newton Centre, MA – Lectures on Leadership (April 2013), Spirituality (September 2013), Discernment (May 2014);
- School of Ministry, The American Baptist Churches of Massachusetts, Groton, MA – Lecture on Pastoral Ministry, 2014.

Special Consultant for Church and Alumni Relations

2008 – 2010

Andover Newton Theological School, Newton Centre, MA

- Developed outreach strategies for the Institutional Advancement Department to engage constituents in supporting the fundraising and development efforts of the school;
- Developed an organizational restructuring plan for the department.

Teaching Fellow and Group Leader, Field Education Supervisors

2009 – 2010

Andover Newton Theological School, Newton Centre, MA

- Led formation sessions for supervisors;
- Provided coaching and mentorship;
- Lectured on supervision and leadership strategies.

NON-PROFIT EXPERIENCE**Director, Operations, All Girls Allowed, Inc.**

2019 - Present

- Oversee daily operations and reporting directly to the Founder & President, ensuring that all business operations are smooth and efficient. Evaluate and determine operational strategies, building a corporate culture of faith and service, and implementing organizational priorities.
- Oversee philanthropic engagements which included the construction of a new school in Kigali, Rwanda, support of a school in Kasese, Uganda, and expansion of new partnerships.
- Participate and provide leadership in developing and implementing the overarching mission, vision, and strategic planning process. Build and cultivate a high-performing senior leadership team and play an active role in attracting, retaining, and developing a best-in-class staff.
- Develop online educational program targeted to serve the personal development and faith-based market

- Actively promote All Girls Allowed to build its financial reserves and goodwill, securing resources, budgeting, and allocating resources appropriately, and maintaining personal accountability for the financial health of the organization.

Executive Director, The Ministers Council, American Baptist Churches, USA 2012 – 2017

- Define and implement strategic goals with a specific focus on revitalization, strengthening the organization and positioning it for health and sustainability.
 - Led a successful organizational restructuring effort to streamline governance and increase board engagement;
 - Enhanced the value proposition of membership, introducing permanent membership cards and membership-specific benefits;
 - Identified complementary providers to establish partnerships and expand service capabilities.
- Implement value-adding programs and re-engage membership with a renewed programmatic focus.
 - Led the 2016 Ministers Conference “The Holistic Maintenance of the Ministry,” Chevy Chase, MD, August 2016;
 - Developed the 7Rs of Sanctuary Program to increase leadership effectiveness through spiritual practice – September 2015 – present;
 - Developed the Clergy Initiative program to use the peer-group learning model to increase focus on individual health – September 2014;
 - Implemented the Ministers Council Retreat to provide an environment of respite and learning for clergy – August 2014, August 2015.
- Create new revenue streams and establish a fund development capability within the organization:
 - Closed \$150,000 in revenue for the Together in Ministry Capital Campaign;
 - Raised in excess of \$10,000 annually in giving;
 - Secured \$95,000 in grant funding for the 7Rs of Sanctuary program.

Senior Pastor, First Baptist Church in Needham, MA 2004 – 2012

- Led reorganizational efforts resulting in a renewed church vision, mission and ministry initiatives;
- Developed and strengthened the church and membership to help reverse trends of decline through engaged preaching, the establishment of new ministries and hands-on mission efforts;
- Generated new streams of revenue, and developed and implemented strategies to strengthen the financial position of the church;
- Implemented a broadcast ministry to share worship services via cable and online. Implemented multimedia capabilities to enhance worship experience. Created web and social networking presence;
- Expanded relations through community involvement. Active participant and organizer of interfaith clergy association programs. Represented the church in community events;
- Highly sought community speaker and preacher, offering keynote addresses at high schools, middle schools, community programs, and interfaith services;
- Trained and provided supervision for new ministers serving as a Field Education Supervisor and Watch Care pastor for ordination track ministers.

FOR-PROFIT EXPERIENCE

Independent Consultant

2003 – Present

- Lead custom, high impact consulting engagements, workshops and retreats, including strategic planning, conflict resolution, and leadership development. Recent engagements include:
 - Unitarian Universalist Ministers Association – Executive Coach to the Executive Leadership team, supporting efforts strategic planning, governance, and board development (Present);
 - Bethany House of Prayer – Consultant leading workshops and retreats for clergy (Present);
 - Clergy Well-Being Retreat – Co-led a virtual retreat for clergy (2020);
 - American Baptist Home Mission Societies – “You Are Not Alone,” Facilitator for a 700-registrant virtual retreat for faith leaders (2020);
 - American Baptist Home Mission Societies – Organizational restructuring and strategic planning engagement to help create an outward facing missional focus. repositioning the organization for national impact (2019);
 - Brockton Area Multi-Services Inc. – Board development and strategic planning retreat leader for a September 2019 board and leadership retreat (2019);
 - Urban Retreat for Clergy – Co-led a leadership retreat for clergy focused on renewal (2018);
 - Reformed Church in America – Led senior leadership retreat on Adaptive Leadership (2018);
 - 7Rs of Sanctuary – Developed and led a 12-month Leadership cohort-based program, helping clergy integrate spiritual practices and leadership to increase effectiveness in leadership. Led cohorts in Massachusetts (2015-2016), Washington (2016-2017), and Connecticut (2016-2017);
 - Shalem Institute – Served as facilitator for the Shalem Board Retreat, February 2016;
 - Pastoral Excellence Network – Engaged to lead programmatic efforts including Workshop facilitator at the Peer Power Conferences (2014-2016), Webinar speaker for the “PEN Talks” program; Retreat leader for the Mid-Career Clergy Retreat; Program review consultant to Lilly Endowment Department of Religion; Adjudication reviewer for program grants (2015-2016);
 - Providence Baptist Church – Served as a Retreat leader to help the church leadership begin the strategic planning process, October 2015;
 - Soul of Leadership – Developed and co-led an 18-month Leadership program to help leaders learn how to become “Soulful Leaders,” integrating spiritual practice, discernment and leadership theory, Fall 2012 – Spring 2014;
 - Unitarian Church of Summit, NJ – Served as a Strategic planning consultant engaged to develop a long-range plan for a rapidly growing church, 2011-2012;
 - Spiritual Directors International – Visioning retreat leader for the Coordinating Council, October 2011;

Chief Operating Officer / Chief Information Officer

2000 – 2003

SmartEnergy.com (Energy Services Provider)

- Established strategic direction based on financial goals for the customer operations, credit and collections and Human Resources organizations;
- Led a 70-person Information Technology team in the implementation, support and management of an Internet-based energy platform;
- Member of leadership team that raised \$15 million dollars in venture capital financing;
- Oversaw and financially managed a \$25 million dollar organizational budget;
- Maintained corporate technology infrastructure including internal and external network;
- Implemented revitalization strategies to bolster morale and productivity after significant layoffs.

Managing Director, IT Consulting 1999 – 2000

The Avicon Group (Business strategy and IT implementation consultancy)

- Managed delivery execution for a startup supply chain consulting firm;
- Led the development and management of the company's technology infrastructure and system administration;
- Active participant in business plan development and investors presentations to secure \$2 million dollars in venture capital.

Eastern Regional Director, Professional Services 1998 – 1999

Sherpa Corporation (Product Data Management applications and services)

- Managed the customization and maintenance of software applications to handle complex manufacturing operations;
- Generated 73% increase of revenues from Q1 to Q2 CY98 through account management strategies;
- Increased staff utilization by 100%.

Director, Engineering 1997 – 1998

AccuSoft Corporation (Image processing software solutions)

- Led the Development, Technical Services, Quality Assurance and Documentation departments.
- Managed the implementation of a new technical support administration system;
- Developed and implemented a new revenue-generating customer support program;
- Developed Consultative Services practice that successfully closed and delivered custom projects for Java document imaging, Internet check viewers and Image annotation.

Director of Delivery; Project Manager 1994 – 1997

Sapient Corporation (Consultative services and software solutions)

- Managed the design, development and implementation of client/server-based applications (client engagement, defining business requirements, rapidly prototyping software from requirements and software development lifecycle management):
- Designed a Pipeline Customer Service software application for a major natural gas pipeline transportation client to seamlessly integrate customer functions; Closed a \$5M implementation effort;
- Developed a logical three-tiered application for the State of Maine to convert Fee-for-service health care recipients to managed care; Application saved the State \$7 million for the two-year period 1997-1998.

Senior Software Engineering Manager, Senior Software Engineer 1984 – 1994

Digital Equipment Corporation (Hardware and Software manufacturer)

- Managed the worldwide implementation of a software solution to automate the installation of customer-ordered software on workstations and PCs in the manufacturing fulfillment cycle;
- Managed software engineering organization responsible for development and delivery of software applications supporting engineering and information technology organizations;
- Designed, developed and implemented automated test process applications that verified the configuration and assembly of mid-range system products prior to customer shipment.

Publications

Books:

Jackson, Debora, *Meant for Good: Fundamentals of Womanist Leadership*, (Valley Forge, PA: Judson Press, January 2020). ISBN: 978-0-8170-1810-8.

Jackson, Debora (2015), *Spiritual Practices for Effective Leadership: 7R's of Sanctuary for Pastors*, (Valley Forge, PA: Judson Press). ISBN: 978-0-8170-1758-3.

Book chapters:

Hudson Weems, Clenora, PhD., Ed. (2021). *Africana-Melenated Womanism: In It Together*, Forward by Debora Jackson.

Jackson, Debora (2021). "Faithful Female Financiers." In *Leading Change as Sacred Praxis*, Valerie Miles-Tribble, PhD., Ed., Reviews & Expositors (Sage) Journal.

Jackson, Debora (2020). The God Who Heals Amid Crisis. In Ramsey-Lucas, Curtis, (Ed.), *#InThisTogether Ministry in Times of Crisis*. (Valley Forge, PA: Judson Press). ISBN: 978-0-8170-1823-8.

Jackson, Debora (2010). Nurturing Ministerial Leadership through Supervision. In Margaret Benefiel, Geraldine Houghton (Eds.), *The Soul of Supervision: Integrating Practice and Theory* (pp. 39-54). (Eugene, OR: Wipf & Stock). ISBN: 978-0-8192-2376-0.

Benefiel, Margaret, Jackson, Debora (2009). Good Business in Tough Economic Times. In *Good Business: Putting Spiritual Principles into Practice at Work* (pp. 143-152). Unity Village, MO: Unity Press. ISBN: 978-0-87159-344-3.

Dissertation:

Jackson, Debora (2012). *Sustained in Sanctuary: Restorative Spiritual Practices for Leadership Efficacy*.

Articles:

Debora Jackson, The Christian Citizen; regular contributor

- (2020) "Hamilton and History: Who Tells The Story," <https://christiancitizen.us/hamilton-and-history-who-tells-the-story/>.
- (2020) "Chapter 11 for the Church," <https://christiancitizen.us/chapter-11-for-the-church/>.
- (2020) "Memorial Day," <https://christiancitizen.us/memorial-day/>.
- (2020) "Keep America Beautiful," <https://christiancitizen.us/keep-america-beautiful/>.
- (2020) "African American Women: The Key to the Future of America," <https://christiancitizen.us/african-american-women-the-key-to-the-future-of-america/>.
- (2019) "4 Things Leaders Do To Prepare for the Future," <https://christiancitizen.us/4-things-leaders-do-to-prepare-churches-institutions-and-organizations-for-a-future-beyond-them/>.

- (2019) “Celebrating All Women for Mother’s Day,” <https://christiancitizen.us/celebrating-all-women-for-mothers-day/>.
- (2019) “Who Killed Jesus?” <https://christiancitizen.us/who-killed-jesus/>.
- (2019) “What Would Martin Do,” <https://christiancitizen.us/what-would-martin-do/>.
- (2018) “Is God Waiting for Us This Advent?” <https://christiancitizen.us/is-god-waiting-for-us-this-advent/>.
- (2018) “Making Lasting Footprints,” <https://christiancitizen.us/making-lasting-footprints/>.
- (2018) “It’s Not New,” <https://christiancitizen.us/its-not-new/>.
- (2018) “An Immigration Story,” <https://christiancitizen.us/an-immigration-story/>.
- (2018) “The Perils of Existing While Black,” <https://medium.com/christian-citizen/the-perils-of-existing-while-black-d2fa95dc94c0>.
- (2018) “Will We Get to the Promised Land?” <https://medium.com/christian-citizen/will-we-get-to-the-promised-land-60212ee7be6d>.
- (2018) “Enough is Enough,” <https://medium.com/christian-citizen/enough-is-enough-75d1eb595341>.
- (2017) “What is the Look of a Leader,” <https://medium.com/christian-citizen/what-is-the-look-of-a-leader-1b7156a36ebf>.

Debora Jackson, (2017) “How a legacy of oppression is transformed for the good,” Faith & Leadership, <https://www.faithandleadership.com/debora-jackson-how-legacy-oppression-transformed-good>.

Debora Jackson, (2016) “How my grandmother’s story helped me lead as an African American Woman.” Faith & Leadership, <https://www.faithandleadership.com/debora-jackson-how-my-grandmothers-story-helped-me-lead-african-american-woman>.

Debora Jackson, (2016) “Widows, Orphans, and Black Lives Matter,” Sojourners, <https://sojo.net/articles/widows-orphans-and-blacklivesmatter>.

Debora Jackson, (2016) “The 7Rs of Sanctuary: A process for effectiveness in leadership and spiritual well-being,” The Pastoral Excellence Network at Christian Theological Seminary, <http://www.cpx.cts.edu/network/blog/pastoral-excellence-network/2015/01/15/the-7rs-of-sanctuary-a-process-for-effectiveness-in-leadership-and-spiritual-well-being>.

Debora Jackson, (2004) Revitalize Post-Downsize with New Emphasis, *Boston Women’s Business Journal*. http://www.executivesoul.com/uploads/4/5/4/1/45415465/seven_strategies.pdf.

EDUCATION

Doctor of Ministry
 Andover Newton Theological School, Newton Centre, MA
 Major in Leadership, Graduated with Honors

2012

Master of Divinity Andover Newton Theological School, Newton Centre, MA Major in Spirituality, Graduated with Honors (first in class)	2006
Master of Engineering, Manufacturing Engineering Worcester Polytechnic Institute, Worcester, MA Minor in Computer Science	2000
Master of Science, Management Worcester Polytechnic Institute, Worcester, MA	1989
Bachelor of Science, Business Indiana University, Bloomington, IN Double major: Quantitative Business Analysis and Operations and Systems Management	1984

Honors and Awards

Worcester Polytechnic Institute Hall of Luminaries 2019 Inductee, 2019.

The Robert H. Goddard Alumni Award for Outstanding Professional Achievement – The Worcester Polytechnic Institute Alumni Association, 2019.

Illumination Book Award Book award, 2016 Silver Medal Winner – Ministry / Mission – Spiritual Practices for Effective Leadership: 7Rs of Sanctuary for Pastors by Debora Jackson.

Christian Leadership Initiative 2014-2015 Fellow. Highly selective, intensive 13-month educational program, co-sponsored by the American Jewish Committee and the Shalom Hartman Institute (SHI) taught by world-class SHI faculty.

William Randolph Hearst Scholarship Merit Scholarship Award Winner, Andover Newton Theological School, 2009-2012.

H. Otheman Smith Community Congregational Church Preaching Award Winner – In recognition of outstanding achievement in Preaching, Andover Newton Theological School, 2005-2006.

Board Appointments

Worcester Polytechnic Institute, Worcester, MA

- Member, Board of Trustees, 2012 - Present;
- Chair, Student Affairs Committee, 2016 – Present;
- Member, Diversity, Equity, and Inclusion Task Force, 2020;
- Chair, Diversity Advocacy Board, Office of Multicultural Affairs, 2014 - 2018.

Bethany House, Arlington, MA – Spiritual retreat and renewal center providing retreats, programming, and spiritual resources to churches, leaders, and laity.

- Member, Board of Directors, 2013 – 2020.

Massachusetts Baptist Multicultural Ministries, Lexington, MA – Faith based advocacy organization supporting new immigrants and refugees in Massachusetts.

- Member, Board of Directors, 2010 – 2019;
- Auditor, 2011-2013.

The Walker School, Needham, MA – Non-profit special education and behavioral health organization that offers educational and clinical services for children, youth, and their families.

- Member, Board of Directors, 2010 – 2018;
- Co-Chair, Governance Committee, 2015 – 2018.

Volunteer Community Service

Minister of Worship, Peoples Baptist Church, Boston, MA – 2013 – Present

Economic Development Commission, City of Newton, MA – 2018 – Present

- Mayoral appointed commissioner promoting, assisting, and encouraging existing and new business, industry, and commerce in Newton, MA.

Delta Sigma Theta Sorority, Inc. – An international, non-profit, public service sorority whose efforts are primary focused on the Black Community.

- Social Action Committee Chair, for the states Massachusetts, New Hampshire, and Rhode Island, promoting political awareness, involvement, advocacy, and action in the sorority's chapters and our communities – 2018 – 2020;
- Member, South Middlesex County Alumnae Chapter – 1984 – Present;
- Member, National Strategic Planning Committee – 2013 – 2017;
- Member, National Membership Services Committee – 2004 – 2006;
- Chair, National Nominating Committee – 2004 – 2006;
- Member, National Executive Board – 2004 – 2006;
- Member, National Technology Task Force – 2000 – 2002;
- Member, National Nominating Committee – 1997-1999;
- Chaplain, 2002, 2004, 2008, 2010, 2013 National Conventions;
- Chaplain, 2009, 2011, 2014, 2016, 2018 Regional Conferences.