

**Geert (Jerry) van Rossum**  
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## **EDUCATION**

<b>Master of Business Administration</b> Executive MBA Relevant Awards & Scholarships:	Northwood University	Troy, MI	2005
	Zenon C.R. Hansen Foundation Inc. Scholarship		
<b>Master of Arts</b> Religion Relevant Awards & Scholarships:	Park University	Parkville, MO	1988
	Full Denominational Scholarship		
<b>Bachelor of General Studies</b> General Studies	Brandon University	Brandon, MB	1987
<b>Diploma of Education</b> Technological Education	University of Western Ontario	London, ON	1981
<b>Diploma Architectural Technician</b> Architectural Technician	Mohawk Community College	Hamilton, ON	1975

## **TEACHING**

**Marygrove College** Detroit, Michigan 2009 - Current  
Assistant Professor and Department Chair: Business, Computer Information Systems and Human Resource Management.

### Classes taught:

- BUS 173 Introduction to Business
- BUS 266 Principles of Organization and Management
- HRM 505 Managerial Finance
- HRM 655 Business Ethics
- HRM 665 Capstone Seminar and Project
- SJ 520 Values in Society: Sources and Resources
- EDL 515 Executive Leadership and Ethical Decision Making

### Service:

- Completed program review of the Master of Arts in Human Resource Management program for alignment with the Society of Human Resource Management (SHRM) Human Resource Degree programs.
- Assisted in the development and facilitation of orientation for adjunct faculty in Business/CIS and HRM department
- Chaired Social Entrepreneurial development committee to explore the development of business incubator and training center for nonprofit organizations
- Member of Marygrove Higher Learning Commission (HLC) accreditation steering committee
- Chaired the criterion two subcommittee for HLC accreditation
- Member of Institutional Review Committee (IRB)
- Participated in the planning committee for the continuing education certificate in Community Organizing, (winter 2012)

- Member of the teaching and learning, leadership team (tllt), in Participatory Action Research (PAR) for the BOLD Kellogg Grant, (summer 2012)
- Redeveloped and piloted HRM 505 Managerial Finance, HRM 655 Business Ethics, and HRM 655 Capstone, Seminar and Project into on-line formats
- Redesigned and launched HRM 665 project into a simulation and seminar capstone (summer 2009)
- Participated in SWOT Analysis of Master of Arts in Human Resource Management program SWOT Analysis (winter 2009)

**Baker College** Clinton Township Campus, MI 2013  
 Adjunct Faculty: Business Administration

- Introduction to Human Resource Management

**Saginaw Valley State University** Saginaw, Michigan 2010-2011  
 Adjunct Faculty: Management and Marketing

- Introduction to Entrepreneurship
- Small Business Management Principals
- Advanced Topics in Human Resource Management
- Organizational Behavior

**University of Phoenix** Detroit and Western Michigan 2011-2012  
 Adjunct Faculty: Humanities

- World Religions I-Eastern Religions (Hinduism, Buddhism, Daoism and Confucianism)
- World Religions II-Abrahamic Religions, (Judaism, Christianity and Islam)

#### **Guest Lectures**

##### **Marygrove College**

- IS326GH Globalization in Context: Business and Ethical Issues in Globalization

##### **Davenport University**

- MBA class in Management: Coaching Principles

##### **Northwood University**

- Executive MBA Organizational Development class: Change Management in Religious Organizations
- University of the After Market: Business Ethics (2007, 2008, 2009)

### **PROFESSIONAL ACTIVITES**

**Smith van Rossum & Associates LLC** Troy, Michigan Current  
 Principal and Lead Consultant. Provide initial consult to small & medium sized companies and develop management solutions and interventions for business issues and growth. Specific accomplishments include:

- Developed and led "Taking Charge of Change" workshop for US Department of Defense Camp Foster, Okinawa Japan. Two 1-day workshops examining theories and practices to identify and manage organizational change. Sub contracted by Human Capital Dynamics Incorporated. May 2013
- Developed and facilitated change management process for Third Circuit Court Clinic for Child Studies, November 2011-current
- Facilitated strategic planning events for 2011-2013 for the Michigan Society of Government Meeting Professionals resulting in this organization receiving 7 national awards.
- Taught Introduction to Business Ethics at University of the Aftermarket, April 2007, April 2008 and April 2010

- Consulted and developed marketing strategy for a physical therapist clinic, resulting in a 50% increase of new patients
- Developed start up business plans for 3 new companies resulting in the successful launching of each company.
- Developed strategic planning for small manufacturer resulting in 2 new lines of business with international partners.
- Developed and provided workshops and presentations in a variety of business related topics.
- Tutored MBA students attending Richard DeVos Graduate School of Management, Northwood University from 2005 through 2007 in Corporate Finance; Operations and Organizational Behavior

**Community of Christ** Independence, Missouri Aug 1987- Mar 2007  
Field Appointee Minister (Denominational Executive) with assignments in the following areas:

**Southern Great Lakes Mission Center** Lansing, Michigan Feb. 2003 – Feb. 2007

Mission Center President responsible for leadership and development of multi-level, multi-tiered organization of 38 congregations and 3 non-profit organizations. Major accomplishments include:

- Led organizational team in the consolidation of 4 jurisdictions into single jurisdiction resulting in 62% budget savings, and an increase of 4 additional full-time staff
- Coached leadership teams for 38 congregational leaders in leadership development, conflict resolution process, organizational development and strategic planning. This resulted in greater organizational efficiencies, positive human relations, clearer personal planning and fiscal responsibility.

**Detroit International Stake** Detroit, Michigan Aug 1997 - Feb 2003  
Stake President of a 13 congregation jurisdiction including 2 non-profit organizations. Key results included:

- Redeveloped and implemented Human Resource policies and procedures for 2 regions including:
  - Developing screening and hiring practices
  - Developing and implementing onboarding procedures
  - Developing and implementing new Employee Policy Manuals
- Designed and implemented a 3-year curriculum in leadership development, public speaking and theological studies for young adult leadership development resulting in 3 people becoming full-time clergy and 5 people becoming key volunteer leaders for significant leadership roles in either congregations or in their jurisdiction.
- Initiated a consultation for strategic plan development for a 501(c)(3) Community Development Corporation with a \$750,000 annual budget. This resulted in:
  - The hiring of an external consulting team
  - Development of a strategic plan for the reorganization of the corporation resulting in a \$25,000 overhead costs reallocated to direct program support
  - Implementation of a board development plan resulting in renaming of corporation, rewriting of bi-laws and implementation of a board members manual
  - Successful application for an additional \$1 million grant for new community outreach programs
- Managed a \$1.2 million addition and renovation of a faith-based community center through the:
  - Hiring of architectural firm to develop contract drawings
  - Hiring of General Contractor to secure construction bids and oversee construction
  - Hiring center director

**Europe Region Administrator** Rotterdam, the Netherlands July 1993 – Aug 1997

Administrator for Europe Region. Responsible for ecclesiastical administration and financial budgets of 29 congregations located throughout 10 countries in Continental Europe, Scandinavia & Russia. Supervision of 3 full-time staff and 100 volunteer staff members.

Major accomplishments include:

- Planned the development of new churches in Russia, Spain, France, Hungary, the Netherlands & Ukraine resulting in 9 new churches and 10 new half-time pastors and 100 new members.
- Developed and launched European Advisory Council to provide advice and guidance for the development of regional policies and procedures for Community of Christ. Council is still functioning after 13 years.
- Led international consulting team in Blagoevgrad, Bulgaria, for the development of a business plan for new clothing store. This resulted in a successful startup of a new entrepreneurial project.

**Pastor**

London, Ontario

July 1988 - Aug 1993

Provided ecclesiastical leadership and administration in 2 local Community of Christ congregations. Specific focus of administration included leadership development, outreach, teaching and preaching ministries. Major accomplishments included:

- Consulted with 5 denominations and the London Ecumenical Council to develop a community outreach program for an affordable housing community. This resulted in the successful startup of the program with a \$50,000 annual budget, and the recruiting and hiring of a community worker.
- Developed denominational chaplaincy program for local congregations and qualified 6 lay ministers to represent Community of Christ congregations at local hospitals & ecumenical boards.

**Mystery Lake School District**

Thompson Manitoba

Aug 1981 - June 1997

High School Teacher – Mineral Science, Drafting and General Science Grades 9-12

Major Accomplishments include:

- Developed curriculum for General Drafting grades 10 through 12 resulting in 20 students entering post-secondary education for Architecture, Interior Design, Engineering and Mineral Science Technology.

**PUBLICATIONS**

**Congregational Life Cycles: A Communities of Joy Workbook**, Leonard M. Young, editor, 1995, Herald Publishing House, Independence, MO

**Dealing with Unethical Team Members**, Society of Government Meeting Professionals, 2014, Alexandria, VA

**WORKSHOPS & PRESENTATIONS**

**Four Lenses of Ethical Decision Making**

2015

A presentation for the National Education Conference of the Society of Government Meeting Professionals. The presentation provided participants to discuss and apply the Ethics of Care, Professionalism, Critique and Justice as a framework for ethical decision making.

- Using Technology as a Pedagogical Tool in Global Education** 2014  
 A presentation for the New York University Faculty Resource Network National Education Conference, San Juan Puerto Rico, discussing the use of technology as a way of introducing students to international/global business practices
- Dealing with Unethical Team Members** 2014  
 A break out session for the for the Society of Government Meeting Professionals (SGMP) National Education Conference in Portland Oregon, which provides participants with a framework to recognize and confront unethical behaviors of team members. This session is now a video program that is used for a continuing education credit for SGMP members
- Four Lenses for Ethical Decision Making** 2014  
 A break out session for the for the Society of Government Meeting Professionals (SGMP) National Education Conference in Portland Oregon, which provides participants with a framework making and testing ethical decisions
- Taking Charge of Change** 2013  
 A two day training event for United States Department of Defense-Camp Foster USMC Base, Okinawa, Japan. The workshop focused on providing employees with the techniques necessary to allow greater support and understanding of decisions, systems, strategies, and change. Together we will explore strategies that will make employees more accepting of each other, and overall, improve employee interactions
- Ethics as a Lynch Pin in Liberal Arts Education** 2013  
 A presentation for the New York University Faculty Resource Network National Education Conference, Miami Florida discussing the use of studying Business Ethics as a lynch pin between traditional Liberal Arts Education and Business Education
- Ethics: Is It Just Business?** 2013  
 A break out presentation for the Society of Government Meeting Professional National Education Conference in Orlando Florida, which introduced participants to the concepts of business ethics and how to avoid making justifications for unethical decisions
- History of Christian Thought** 2010, 2011  
 A three day workshop/seminar designed to expose the participants to an overview of the Hebrew roots of Christian thought, developments of the early Christian church, and the major theological developments from the Patristic Period, through the Reformation Period, and Post-Reformation and Modern Periods. The class will help facilitate the participant's exploration and application of the topics in the development of their ministry and spiritual formation
- Corporate Responsibility, Cynicism and the So-Called Triple Bottom Line Return** 2010  
 Multi-media presentation forces private, public and non-profit sector leaders explore how to develop Meta purposes that assist in avoiding the slippery slopes of unethical practices and dilemmas. Throughout the presentation leaders discuss how corporate responsibility, ethical behavior and Practices actually lead to improved triple bottom-line returns. The presentation was approved as a CEU for the Leadership section for Certified Meeting Specialist Certificate

**Expressing Spirituality in the Workplace—I am Third** 2010

Workshop designed to help professionals explore the ethics and spiritual motivations driving personal and professional choices. Participants discuss and develop understandings that while spirituality is a basic part of our make-up, there are specific differences between the motivation spirituality provides in the helping professions

**Business Ethics—is it Just Business or is it a Just Business** 2009

A 4 hour workshop designed to introduce the small and medium business sector (SME) to the academic and practical applications of business ethics

**Social Media: Now What?** 2009

This hands-on workshop helped the SME sector develop a marketing strategy employing the Social Media options such as Facebook, Linked-In and Twitter. Participants developed their company profiles and marketing strategies

**Hope Strategy & Give-a-Show Projectors: Planning, Clarity & Sustainability for Nonprofits** 2009

A presentation given at the Troy Nonprofit Conference to discuss developing and leveraging organizations best ideas into a strategic plan for sustainability and funding

**CERTIFICATIONS**

**True Colors Facilitator**

True Colors International

**Associate**

Institute of Independent Business

**Teachers Certificate:** Manitoba

Vocational Education Grades 10-12

**Teachers Certificate:** Ontario

Technological Education, Drafting & Woodworking Grades 9-12

**Seven Habits of Highly Effective People:**

Franklin Covey Training

**Principle Centered Leadership:**

Franklin Covey Training

**Financial & Accounting Management for Non-Financial Managers:**

Skill Path

**Roles & Skills of the Congregational Consultant:**

L.E.A.D. Consulting

**Developing Community in Congregations:**

Alban Institute

## **AFFILIATED ASSOCIATIONS & PROFESSIONAL MEMBERSHIPS**

- Society of Human Resource Management
- Community Outreach Services Corporation
- Institute of Independent Business

## **LANGUAGES SPOKEN**

- English
- Dutch