

## Dr. Dan Croy:

Name	Consulting Specialties / Location	Phone
<a href="#"><u>Dr. Dan Croy</u></a>	Organizational Change/Strategic Planning (San Diego, CA)	(619) 231-1444

## Daniel A. Croy, Ed.D. – NCS Senior Consultant

### Experience

**1999 - Present** NCS Senior Consultant with New Church Specialties

Specialist in Church Health Consulting & Strategic Planning

Dan is a Senior Presenter at all of our New Church University conferences in the United States.

**2002 - Present** Management Professor, Director of MBA program, Point Loma Nazarene University, San Diego, CA.

Instructs undergraduate and graduate students in areas of Nonprofit Leadership, Principles of Management, Human Resource Development, Organizational Development, and Strategic Planning. Oversees the growth and development of the newly established graduate program (MBA) for working adults.

**1996 - 2002** Executive Director, LIGHT HOUSE, Kansas City, MO.

Change agent for nonprofit organization preparing for the 21st century. Reviewed and generated revised mission statement, conducted internal and external research to guide program and service changes, reduced staff 40% while maintaining quality of service. Hired and empowered staff. Managed annual budget of \$1.1 million. Managed paradigm shifts on several fronts including conducting strategic planning and marketing studies, moving to a decentralized service model, new role for Board of Directors, and sale of 85,000 sq. ft. facility while maintaining positive constituency relations.

**1992 - 1996** Director of Graduate Studies in Management and Professor of Management, MidAmerica Nazarene University, Olathe, KS.

Managed full and part-time faculty members under the direction of the Academic Dean. Changed MBA program from thesis to portfolio format. Responsible for student and faculty recruitment. Taught graduate students in areas of Total Quality Management, Organizational Development, and Ethics. Served as chair of the faculty development committee and presented various instructional strategy in-service events.

**1989 - 1992** Director of Counseling and Learning Ministries, First Wesleyan Church, High Point, NC.

Executive Director of Carolina Christian Counseling Center and Triad Domestic Violence Learning Center. Managed staff, budgets, and worked with two elected boards of trustees. Presented seminars and learning events for church and general public communities. Conducted strategic planning for First Wesleyan resulting in major changes in counseling services.

**1988 - 1989** Coordinator of Executive Development, Hospital Corporation of America, Nashville, TN.

Responsible for designing, delivering, and evaluating the Nursing Executive Management Program. Acted as liaison between management development department and the quality group. Provided in-house education / training consulting for various aspects of the corporation.

**1984 - 1987** Director of CoNET Program and Therapist, Christian Counseling Services, Nashville, TN.

Responsible for marketing, funding, and managing a confidential counseling / consulting service for 20,000 clients in America. Provided counseling for individual and family clients.

**1973 - 1984** Youth Pastor, Christian Education Pastor, Bible College Professor, Therapist

Earned two graduate degrees while maintaining full-time positions. Created new programs, wrote curriculum, published in magazines and denominational curricula.

## **Education**

1973 B.S., MidAmerica Nazarene University  
Religious Education

1978 M.A., University of Northern Colorado  
Psychology, Counseling and Guidance (emphasis in counseling competencies)

1988 Ed.D., Vanderbilt University  
General Administrative Leadership (HRD / "Learning Specialist" track)