

**Elisabeth A. Nesbit Wagner**  
**PhD, LPC, NCC**

[www.DrElisabethWagner.com](http://www.DrElisabethWagner.com)  
720.515.7360

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**EDUCATION**

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*University of Arkansas, Fayetteville, AR*

**Ph.D. in Counselor Education and Supervision**

**2010**

*Cognate: Higher Education*

CACREP accredited program

*Dissertation: "Generational Affiliation as a Component of Culture: Focus Group Perspectives of Three Generational Cohorts"*

Honors: Walton Academy Fellow (2006-2010); Virginia Cole Scholarship (2007)

Graduate/Teaching Assistant (2006-2010)

*Denver Seminary, Littleton, CO*

**M.A. in Counseling**

**2004**

CACREP accredited program

Student representative to counseling division: Attended counseling division meetings twice monthly, provided student input to faculty, served as liaison between students and faculty.

*University of Northern Iowa, Cedar Falls, IA*

**B.A. in Interpersonal Communication**

**2002**

Minor: French

Study Abroad (Spring 2001, Angers, France):

Centre International d'Études Frances; French Language Certificate

Honors: Summa Cum Laude Graduate

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**LICENSES AND CREDENTIALS**

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Licensed Professional Counselor (LPC), Colorado, #0012596 (2015-current)

Registered Psychotherapist, Colorado, #13726 (2011-2015)

Licensed Associate Counselor, Arkansas (2008-2011)

National Certified Counselor (NCC), #95125

Prepare/Enrich Certification, #1200569

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**SUPERVISION and LEADERSHIP EXPERIENCE**

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*WorldVenture, Englewood, Colorado*

**Director of Paraclete Services**

**2023-Present**

Promoted from supervising remote clinical team of 8 licensed clinicians, to also directing the training, mentoring, and third-culture-kid teams.

- Recruited and managed the teams responsible for pre-field mentoring of all global workers.
- Supervised the team responsible for all pre-field training, and the design and implementation of on-going field-based training.

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- Recruited and supervised the third-culture-kid coordinator, and the development of a TCK team and organization-wide program.

Developed and implemented preventative and holistic care resources for 350+ global workers in 65 countries, through collaboration with multiple departments throughout the organization.

Facilitated multiple on-site team mediations, including mediation between executive leadership and field-based leaders.

Advised senior leadership regarding psychological fitness of applicants.

Provided trainings and coaching to leaders, staff, and workers regarding personal well-being, team dynamics, leadership development, and various psycho-educational topics. Developed and wrote departmental policies and procedures manual.

Prepared and administered departmental budget.

**Regional Counselor Consultant**

**2021-2023**

Provided monthly remote group consultation for counselors located in various regions of the world.

*Counseling Division, Denver Seminary, Littleton, CO*

**Curriculum Designer**

**2021**

Responsible for the design and development of a new online PhD in Counselor Education and Supervision, in keeping with current CACREP standards. Including the development of course descriptions, course objectives, primary texts, key performance indicators and other benchmark assignments, and syllabi templates.

Wrote student handbook for the PhD, including programmatic policies and procedures.

Program awarded *Forbes Advisors "Best Online PhDs in Counseling of 2024"*

**Chi Sigma Iota – Chapter Faculty Advisor, Denver Seminary**

**2020-2021**

Created and launched the school's first chapter of the international counseling honor society, Chi Sigma Iota. Helped first cohort of student leaders develop chapter mission, committees and committee missions, and annual calendar of events.

**Chapter President, University of Arkansas**

**2008-2009**

Responsible for recruitment, planning service activities and developing partnerships with other local agencies for local chapter of international counseling honor society.

**Academic Chair of the Counseling Division**

**2018-2020**

**Director of Clinical Mental Health Counseling Program**

Responsible for the academic oversight of Master's Degree programs in Clinical Mental Health Counseling (CACREP Accredited), Chaplaincy (ACPE Accredited), and Counseling Ministries, including curriculum design, online course development, and strategic planning.

Oversaw all student evaluation within the division including admissions, assessment, gatekeeping, and remediation.

*Kaleo Project, Denver Seminary, Littleton, CO*

**2017-2020**

**Grant Supervisor**

Collaborated in designing and writing the initial grant proposal to have Denver Seminary serve as an innovation hub within metro Denver, to equip local churches to more effectively reach young adults (Millennials in their 20s).

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Managed **\$1.5 million grant** budget.

Hired and supervised Young Adult Initiative Director and her team.

Responsible for regular reports and workshop attendance as required by the Lily Endowment.

Served as advisor and consultant to the initiative and collaborating churches regarding Millennials in Denver.

*Waterstone Community Church, Littleton, Colorado*

**Board of Directors**

**2017-2019**

Congregationally appointed position of leadership focused on pastoral care, administration, budgetary oversight, and doctrinal integrity.

*REALIS Counseling Center, Kyiv, Ukraine*

**Counseling Program Advisory Board Chair**

**2016-2018**

Provided guidance remotely to the counseling program staff in Kyiv regarding curriculum, learning outcomes, and clinical experiences.

*Launching Leaders Worldwide*

**Advisory Board Member**

**2016-2018**

Participated in regular remote advisory team meetings, providing insight as to the generational culture of Millennials. Served as editor for the *Leading with Light* book, to be used within LLWW curriculum.

*City/One, Charlotte, NC*

**National Board Member**

**2014-2015**

Actively serve on the national and advisory boards for City/One ministry in the capacity of generational expert and consultant. City/One's mission is to reach Millennials with the Gospel, and to connect Millennials to their local church.

*University of Arkansas, Fayetteville, AR*

**Mentoring Coordinator**

**2008-2010**

Designed and oversaw mentoring program between senior Master's students and incoming Master's students.

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TEACHING EXPERIENCE

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*Denver Seminary, Littleton, CO*

*CACREP accredited Clinical Mental Health Counseling program.*

**Adjunct Professor**

**2010, 2025**

CO 2210: Clinical Internship – PhD in CES (online)

2025

CO 525: Career Development and Assessment

2010

**Associate Professor of Counseling, Tenured (2017)**

**2011-2020**

***Courses Taught within Counseling Division***

CO 501 Theological Foundations of Counseling

CO 510 Counseling Foundations

CO 526 Therapeutic Communication

CO 502 Counseling Theories (residential, online and hybrid)

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CO 525 Career Development & Assessment (residential and blended formats)  
CO 631 Integration of Counseling & Theology  
CO 631 Integration of Counseling & Spirituality  
CO 511 Practicum Supervisor  
CO 795/796/797 Internship Supervisor

***Course Taught or Co-Taught for Doctor of Ministry program***

DMR 801 Research Methods and Strategies (Summer 2014, Fall 2017, Fall 2019, Fall 2020, Fall 2021, Fall 2022)  
MF 1202 Family Development and Intergenerational Ministry (Independent Study, Fall 2016)

***Service to the Institution***

Educational Policies Committee Chair **2020**  
Committee Member **2019**

Facilitated committee comprised of Division Chairs in the review of curricular changes, at the course and degree program level, and the development of policies and procedures related to curricular development. Oversaw committee review and evaluation of student appeals.

PhD Development Team **2018-2020**

Collaboratively worked with team to begin preliminary steps in the design, development, funding, marketing and recruiting for a new online CACREP-eligible PhD program in Counselor Education and Supervision.

As a team, created curriculum outline and schedule for PhD program.

Counseling Division Curriculum Taskforce **2016-2018**

Collaborated with a cross-divisional team in the review and redesign of the counseling division curriculum incorporating concerns related to CACREP accreditation, state licensure, and seminary identity and ethos.

Assessment of Student Learning Committee - Chair **2015-2018**  
Committee Member **2011-2014**

Responsible for the oversight and implementation of the student learning assessment process, in keeping with accreditor requirements (ATS and HLC). Redesigned the SLO reporting process in a way that simplified and streamlined the process for faculty while maintaining high assessment standards.

Shared Governance Taskforce **2015-2017**

Appointed by the president to collaborate with other appointed faculty, administration, and board members to create a document to address the structure and application of shared governance at the seminary.

Educational Philosophy Committee **2014-2015**

Collaborated in developing an educational philosophy document to be applied seminary-wide.

Human Sexuality Taskforce **2013-2018**

Engaged with a cross-divisional team in addressing issues related to human sexuality as it pertains to the admissions, human resources, and employee and student conduct.

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Employee Benefits Committee	<b>2011-2020</b>
Worked with other committee members in the selection of health care and wellness benefits for institutional employees.	
<i>John Brown University, Siloam Springs, AR</i>	
<b>Assistant Professor</b>	<b>2010-2011</b>
<b><i>Coursed Taught in Undergraduate Family &amp; Human Services</i></b>	
FAM 4253: Family Communication	
FAM 4113: Intercultural Family Seminar	
FAM 4453: Family Law and Society	
FAM 4611: Internship in Family & Human Service	
BBL 4002: Capstone Seminar in Christian Formation	
BBL 3003: Evangelical Theology	
<b><i>Courses Taught in Graduate Counseling Program</i></b>	
CNL 7123: Group Theory	
CNL 7023: Human Development	
<b><i>Service to the Institution</i></b>	
Health Professions Advisory Committee	<b>2010-2011</b>
Advised and mentored students enrolled in pre-professional programs. Duties include facilitating training sessions related to professional school applications, GRE and GMAT preparation, mock admissions interviews, and resume preparation.	
<i>John Brown University, Siloam Springs, AR</i>	
<b>Adjunct Instructor</b>	<b>2008-2010</b>
FAM 4253: Family Communication	
FAM 4113: Intercultural Family Seminar	
BBL 4002: Capstone Seminar in Christian Formation	
<i>University of Arkansas, Fayetteville, AR</i>	
<b>Instructor</b>	<b>2006-2010</b>
CNED 3053: The Helping Relationship	2008-2010
CNED 4003: Classroom Human Relations	2006-2008
<b>Remediation Coach</b>	<b>2009</b>
CNED 5333: Independent Study (Masters level, Spring 2009)	
Worked with remedial student on basic counseling techniques in a one-on-one model. Including instruction, role plays, and evaluation of student's clinical skills.	
<b>Co-Instructor</b>	<b>2007-2009</b>
Partnered with Counselor Education and Rehabilitation Counseling faculty in co-instructing graduate level courses. Collaborated in syllabus and examination development, student evaluation and grading, and weekly course instruction.	
RHAB 534V: Rehabilitation Counseling Practicum (Summer 2009)	
CNED 5343: Counseling Practicum (Spring 2009)	
CNED 5203: Foundations of Counseling (Summer 2008)	
CNED 5333: Basic Counseling Techniques (Fall 2007-Spring 2008)	
<b>Graduate Assistant</b>	<b>2006-2010</b>

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Assisted in production of **CACREP reports** and program evaluation, including mid-cycle reports.

Collaborated with faculty in developing qualitative research project exploring the college experiences of students diagnosed with Asperger's Syndrome and other Autism Spectrum Disorders.

Collaborated with faculty in quantitative study exploring preferred learning styles of Millennial generation students.

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**CLINICAL SUPERVISION, CLINICAL EXPERIENCE, and CONSULTATION EXPERIENCE**

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*Private Practice, Littleton & Denver, CO*

**Licensed Professional Counselor & Clinical Supervisor** **2015-Present**

*Registered Psychotherapist* **2011-2015**

Private practice clinician specializing in women's issues, career development, identity concerns, and faith-based counseling.

Provided clinical supervision in group and individual formats for LPCCs earning hours toward their LPC.

*Organizational Development & Team Consultant, Littleton & Denver, CO*

**Consultant** **2012-present**

Provided individualized training and consultation for teams and organizations regarding team dynamics, conflict management, hiring, and management strategies.

*Denver Seminary, Littleton, CO*

**Practicum & Internship Supervisor** **2012-2020**

Facilitated individual and group supervision for master's students enrolled in practicum and internship for both clinical mental health and school counseling programs.

*University of Arkansas, Fayetteville, AR*

**Doctoral Supervisor (Supervision Internship)** **2008-2009**

Individual and group supervision for master's students enrolled in practicum and internship for both the community and rehabilitation counseling programs.

*Northwest Counseling Associates, Fayetteville, AR & Legacy Relationship Group, Tontitown, AR*

**Licensed Associate Counselor** **2008-2011**

Private practice clinician specializing in women's issues, identity concerns, and faith-based counseling.

*Youth Bridge, Fayetteville, AR*

**Counselor** **2008**

Counselor for group home of adolescent girls in state custody due to parental abuse and neglect. Worked both as a doctoral intern and then as a contract counselor after the completion of the internship.

*University of Arkansas, Fayetteville, AR*

**Group Counselor** **2007-2010**

Led therapeutic process groups for master's students enrolled in Dynamics of Group Counseling course.

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*University of Arkansas, Fayetteville, AR*

**Academic Advising – Doctoral Intern**

**2007**

Conducted individual sessions on time management, learning styles, and study skills with students on academic probation or suspension.

*NEAS, Waukesha, WI*

**Employee Assistance Counselor**

**2006**

Conducted intakes, crisis interventions, and provided clients with referrals to local services as needed.

*REALIS, Kiev, Ukraine*

**Counselor**

**2005, 2016**

Conducted individual counseling sessions with Ukrainian women facing issues of physical/sexual abuse, codependency, and family system concerns.  
Conducted group counseling for women studying to be chaplains and counselors, focused on identity, codependency, and healthy relationships.

*REALIS, Kiev, Ukraine*

**Clinical Supervisor**

**2005**

Cross-culturally conducted individual and group supervision for Ukrainian counseling students during their practicum and internship experience through a translator.

**Masters Internships**

*Colorado M.O.V.E.S., Denver, CO*

**Counseling Intern**

**2004**

Co-led groups for court mandated domestic violence offenders. Conducted couples' counseling related to anger management and domestic violence.

*Shepherd's Gate, Littleton, CO*

**Counseling Intern**

**2003-2004**

Conducted individual therapy for children and adults as well as couple's counseling.

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**INTERNATIONAL PROGRAM DEVELOPMENT, TEACHING, & CLINICAL EXPERIENCE**

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*Ukrainian Evangelical Theological Seminary (UETS), Kyiv, Ukraine*

**Instructor**

**June 2018**

Taught week-long intensive course in Counseling Theories to Ukrainian and Belarusian psychologists seeking to increase their practical skills through an advanced certificate in Counseling and Trauma Therapy.

Supervised American masters and doctoral level students from Regent University also on the trip as part of their cross-cultural internship experience.

*REALIS and Dragamonov University, Kiev, Ukraine*

**Instructor**

**Summers 2016 & 2018**

Taught week-long intensive course in Counseling Skills for chaplaincy and clinical counseling students, studying in a program jointly accredited by REALIS and Dragamonov University.

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*CCX and REALIS, Kiev, Ukraine*

**Counselor, Instructor, & Supervisor**

**Summer 2013**

Served as counselor at an English language learning camp outside of Kiev, Ukraine for one week.

Conducted individual counseling sessions for CCX staff on issues related to burnout, self-care, and boundaries.

Supervised four interns from Denver Seminary who were also there as facilitators and counselors for student participants at the camp.

Conducted continuing education training for graduates of REALIS counseling center.

*REALIS, Kiev, Ukraine*

**Interim Consulting Director**

**2005**

Responsible for strategic planning, budgeting, public relations, staff selection and management, and student development within the counseling program.

Developed and led **seminars** adapted to **Ukrainian culture** on clinical supervision, basic counseling skills, professional writing and speaking skills, parenting, marital enrichment, conflict management, and healthy relationships among family and friends.

Assisted REALIS faculty in **creating curriculum**, syllabi, and grading criteria for counseling program; making standards applicable to a Ukrainian population, while pursuing American graduate level academic standards.

**Mediated** relationships among **Ukrainian faculty and staff** in the development of inter- and intra-departmental relationships. Included **team building**, staff **conflict** and **crisis management**, and inter-departmental **negotiations**.

Conducted seminar on the **theological foundations of counseling** to 20 Ukrainian pastors.

Partnered with missionaries in the development of their **outreach and discipleship** ministries, including English camps, workshops, evangelistic outreach, and Bible study curriculum.

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PUBLICATIONS AND PRESENTATIONS

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**Books**

Gingrich, H. D., **Nesbit Wagner, E. A.**, & Gingrich, F. C. (2026). *Skills for effective counseling: A faith-based integration* (2<sup>nd</sup> Ed.). InterVarsity Press Academic.

**Nesbit Sbanotto, E. A.**, Gingrich, H. D., & Gingrich, F. C. (2016). *Skills for effective counseling: A faith-based integration*. InterVarsity Press Academic.

**Nesbit Sbanotto, E. A.**, & Blomberg, C. L. (2016). *Effective generational ministry*. Baker Academic.

Noelliste, D. E., & **Nesbit, E. A.** (Eds.). (2013). *Children and poverty: Christian action against*



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*child poverty*. Denver, CO: Denver Seminary's Grounds Institute of Public Ethics.

**Refereed Publications**

**Nesbit Sbanotto, E. A.** & Welch, R. D. (2015). Core components of successful Doctor of Ministry programs. *Theological Education* 50(1).

Yu, K., Lee, S. M, & **Nesbit, E. A.** (2008). Development of a culturally valid counselor burnout inventory for Korean counselors. *Measurement and Evaluation in Counseling and Development*, 41(3), 152-161.

**Invited Publications**

**Nesbit, E. A.** (2017). Context and connection: Understanding generations as cultures. *Evangelicals Magazine*, 3(1), 14-17.

**National Refereed Presentations**

**Nesbit Wagner, E. A.**, Tipton, P., & Welch, R. (July, 2019). *Teaching students to be "bilingual": The integration of theology and psychology across the curriculum*. Presented at the Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Colorado Springs, Colorado.

Adams, B., & **Nesbit Wagner, E. A.** (July, 2019). *Developing counselor spirituality as a component of professional identity*. Presented at the Association for Spiritual, Ethical, and Religious Values in Counseling Conference, Colorado Springs, Colorado.

**Nesbit, E. A.**, Welch, R., & Tipton, P. (March, 2019). *Transformational teaching: Techniques for helping students become "bilingual" in counseling and theology*. Presented at the Christian Association for Psychological Studies Conference, Dallas, Texas

**Nesbit, E. A.** (April, 2018). *Integrating calling into career counseling*. Presented at the Christian Association of Psychological Studies Conference, Norfolk, Virginia.

Gingrich, H. D., Gingrich, F., & **Nesbit, E. A.** (March, 2017). *Making the most of role play learning experiences*. Presented at the Christian Association of Psychological Studies Conference, Chicago, Illinois.

**Nesbit, E. A.**, Morgan, M., & Hall, M. (March, 2017). *Fostering students' global and multi-cultural perspective and competency*. Presented at the Christian Association of Psychological Studies Conference, Chicago, Illinois.

**Nesbit, E. A.** (March, 2017). *Training counselors & chaplains in war-torn Ukraine*. Poster presentation at the Christian Association of Psychological Studies Conference, Chicago, Illinois.

**Nesbit, E. A.**, Hull, C., Hall, M., & Ransdell, K. (October, 2015). *Using Innovative Androgogy to Foster Students' Internal-Supervisor*. Roundtable session presented at the Association for Counselor Education and Supervision Conference, Denver, Colorado.

**Nesbit, E. A.**, Hall, M., & Ogle, N. T. (April, 2015). *Generational Perspectives on Wellness, Self-Care, and Work-Life Balance*. Educational session presented at the Christian Association of Psychological Studies Conference, Denver, Colorado.

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**Nesbit, E. A.**, Gingrich, H. D., & Gingrich, F. (October, 2013). *Using reflective writing to increase effectiveness of in-class role play learning experiences*. Educational session presented to the Association for Counselor Education and Supervision Conference, Denver, Colorado.

Lenz, A. S., Keller-Dupree, E. A., Hall, M., **Nesbit, E. A.**, Ogle, N.T., & Perepiczka, M. (October, 2013). Balancing teaching, scholarship, service, & collegiality. Educational session presented to the Association for Counselor Education and Supervision Conference, Denver, Colorado.

**Nesbit, E. A.**, & Hall, M. (April, 2013). *Boomers, Xers, and Millennials in Counseling*. Poster presented at the Christian Association for Psychological Studies Conference, Portland, Oregon.

Ogle, N. T., & **Nesbit, E. A.** (August, 2010). *Borderline Personality Disorder without self-harm: Adventures in clinical practice*. Poster presented at the American Psychological Association Convention, San Diego, California.

**Nesbit, E. A.** (March, 2010). *Boomers, Xers, and Millennials: Generational differences as culture*. Educational session accepted to the American Counseling Association Conference, Pittsburgh, Pennsylvania.

**Nesbit, E. A.** (October, 2009). *Teaching counseling overseas: An experience in Kiev*. Round table presentation at the Association for Counselor Education and Supervision Conference, San Diego, California.

Ogle, N. T., & **Nesbit, E. A.** (October, 2009). *Teaching empathy: Transforming the student through personalized education*. Poster presentation at the Association for Counselor Education and Supervision Conference, San Diego, California.

**Nesbit, E. A.** (March, 2009). *A counselor in Kiev*. Educational session presented at the American Counseling Association Conference, Charlotte, North Carolina.

**Nesbit, E. A.** (March, 2009). *Boomers, Xers, and Millennials: The impact of generational differences in counseling*. Educational session presented at the American Counseling Association Conference, Charlotte, North Carolina.

Yu, K., Kissinger, D., & **Nesbit, E. A.** (October, 2007). *A cross-cultural comparison of counselor burnout: Implications for counseling supervisors and professionals*. Educational session presented at the Association for Counselor Education and Supervision Conference, Columbus, Ohio.

**National Interviews**

Interviewed for Article: Shallcross, L. (November, 2009). From generation to generation. *Counseling Today*, 38-41.

**Regional Refereed Presentations**

**Nesbit, E. A.** (October, 2008). *The generational divide in counselor education*. Educational session presented at the Southern Association for Counselor Education and Supervision

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Conference, Houston, Texas.

Kissinger, D. & **Nesbit, E. A.** (October, 2008). *Millennials in the counselor education classroom*. Educational session presented at the Southern Association for Counselor Education and Supervision Conference, Houston, Texas.

**Refereed State Presentations**

**Nesbit, E. A.**, & Ogle, N. (November, 2009). *Borderline Personality Disorder without self-harm: Adventures in clinical practice*. Educational session presented at the Arkansas Counseling Association Conference, Fort Smith, Arkansas.

Stephen, J. R., **Nesbit, E. A.**, Dunbar, K. A., Cochran, J., Feldman, N., Geisler-Wheeler, J. R.... Pogue, P. (November, 2009). *Metamorphosis: How practicum changes students into counselors*. Educational session presented at the Arkansas Counseling Association Conference, Fort Smith, Arkansas.

**Nesbit, E. A.** (November, 2007). *Generations in counseling*. Educational session presented at the Arkansas Counseling Association Conference, Hot Springs, Arkansas.

**Non-Refereed Invited Presentations, Workshops, & Webinars**

**Various Topics:**

**Nesbit Wagner, E. A.** (April, 2025). *Crafting your path: The role of the internal supervisor*. Presented to Unbridled, Denver, Colorado.

**Nesbit Wagner, E. A.** (March & April, 2025). *Engaging adult sons and daughters (parts I and II)*. Presented to Centennial Covenant Church, Littleton, Colorado.

**Nesbit Wagner, E. A.** (December, 2023). *Name above all names*. Presented to New Hills Church Women's Ministry, Brighton, Colorado.

**Nesbit Wagner, E. A., Perrello, M., & Adorno, K.** (October, 2023). *Helping your emotions help you*. Presented to All Asia Gathering: WorldVenture, Bali, Indonesia.

**Nesbit Wagner, E. A.** (May, 2023). *Practicing to become yourself*. Presented to Unbridled. Denver, Colorado.

**Nesbit, E. A.** (May, 2018). *Self as instrument: The counselor in therapy*. Workshop presented to The International Scientific and Practical Conference: A Family as a Space for Provision and Restoration of Personality, Lviv, Ukraine.

**Nesbit, E. A.** (September, 2018). *Understanding the Enneagram*. Workshop presented to Waterstone Community Church staff retreat. Littleton, Colorado.

**Nesbit, E. A.** (May, 2018). *Self as instrument: The counselor in therapy*. Plenary presentation presented to The International Scientific and Practical Conference: A Family as a Space for Provision and Restoration of Personality, Lviv, Ukraine.

**Nesbit, E. A.** (April, 2018). *Authenticity with self, God, and others*. Presented to Waterstone Community Church, Wednesday Lecture Series, Littleton, Colorado.

**Nesbit, E. A.** (April, 2016). *Spirituality Across the Lifespan: Applying Fowler's Model*. Presented at the Spirit of Caring Conference, Fort Collins, Colorado.

**Nesbit, E. A.** (September 2015). *Fowler's Stages of Faith*. Full-day seminar presented at the Will Rotham Family Chaplaincy Seminar, Greeley, Colorado.

**Nesbit, E. A.** (November, 2013). *Living authentically with self, God, and others*. Presented to The Vine Women's Retreat, Madison, Wisconsin.

**Nesbit, E. A.** (March 2012). *Identity, calling, and contentment*. Presented to the First Wednesday Lecture at Waterstone Community Church, Littleton, Colorado.

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- Nesbit, E. A.** (February, 2011). *Authenticity with self, God, and others*. Presented in three parts at the John Brown University annual women's retreat, Siloam Springs, Arkansas.
- Nesbit, E. A.** (November, 2009). *Active listening in the office*. Presented to support staff in the Student Affairs division at the University of Arkansas, Fayetteville, Arkansas.
- Nesbit, E. A., & Keller, E. A.** (August, 2009). *Active listening*. Presented to the Student Affairs division staff training at the University of Arkansas, Fayetteville, Arkansas.
- Nesbit, E. A.** (July, 2009). *Multicultural counseling: Counseling in Kiev*. Presented to Master's Rehabilitation Counseling students at the University of Arkansas, Fayetteville, Arkansas.
- Nesbit, E. A.** (August, 2009). *REBT and group counseling*. Presented to Master's students in CNL7123: Group Theory course at John Brown University, Siloam Spring, Arkansas.
- Nesbit, E. A.** (November, 2007). *REBT and group counseling*. Presented to Master's students in CNL7123: Group Theory course at John Brown University, Siloam Spring, Arkansas.

### **Intrinsic Motivations**

- Nesbit Wagner, E. A.** (February, 2021). *Intrinsic motivations*. Presented to Prosthetic Illusions. Lakewood, Colorado.
- Nesbit, E. A.** (April, 2018). *Intrinsic motivations: Understanding your drives, desires, and downfalls*. Presented to the Wisconsin National Guard Association/Wisconsin National Guard Enlisted Association Annual Conference, Eau Claire, Wisconsin.
- Nesbit, E. A.** (July, 2016). *Motivations and Communication: A Two-Day Workshop*. Presented to Xcel Energy, Hayden Station, Hayden, Colorado.
- Nesbit, E. A.** (May, 2016). *Motivating, Managing, and Meeting in the Middle*. Presented to Xcel Energy Managers Training, Cherokee Station, Denver, Colorado.
- Tonkin, S., **Nesbit, E. A.**, and Sear, D. (March 2012). *The Integrated Life*. Six hour workshop presented to Southern Gables Evangelical Free Church, Littleton, Colorado.

### **Generational Culture: Boomers, Xers, Millennials, & Gen Z**

- Nesbit Wagner, E. A.** (November, 2025). *Generational shifts in missions in the digital age*. Presented to Eastern Fellowship of the American Society of Missiology, Garrison, New York.
- Nesbit Wagner, E. A.** (December, 2024). *Understanding the influence of generational culture*. Presented to Convene-San Diego. San Diego, Texas.
- Nesbit Wagner, E. A.** (November, 2024). *Understanding the influence of generational culture*. Presented to Convene-Tyler. Tyler, Texas.
- Nesbit Wagner, E. A.** (October, 2024). *Understanding generational culture*. Plenary presentation given at Evangelical Missiological Society. Dallas, Texas.
- Nesbit Wagner, E. A.** (April, 2024). *Comparing culture across generations*. Presented to eMi. Colorado Springs, Colorado.
- Nesbit Wagner, E. A.** (March, 2024). *Understanding the influence of generational culture*. Presented to Convene-Orange County-II. Fresno, California.
- Nesbit Wagner, E. A.** (March, 2024). *Understanding the influence of generational culture*. Presented virtually to Convene-Dallas-II. Dallas, Texas.
- Nesbit Wagner, E. A.** (February, 2024). *Understanding the influence of generational culture*. Presented to Convene-Boise. Boise, Idaho.
- Nesbit Wagner, E. A.** (January, 2024). *Highlights of generational culture*. Presented to eMi. Colorado Springs, Colorado.
- Nesbit Wagner, E. A.** (January, 2024). *Context matters: How generational culture impacts teams*. Presented to Crossroads Community Church. Parker, CO.
- Nesbit Wagner, E. A.** (January, 2024). *Understanding the influence of generational culture*. Presented to Convene-Dallas-I. Dallas, Texas.
- Nesbit Wagner, E. A.** (September, 2023). *Understanding the influence of generational culture*. Presented virtually to Convene-Orange County-I. Fresno, California.
- Nesbit Wagner, E. A.** (March, 2023). *Understanding the influence of generational culture*.

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Presented to Convene-Phoenix. Phoenix, Arizona.

**Nesbit Wagner, E. A.** (September, 2022). *Understanding the influence of generational culture*. Webinar presented twice to Cornerstone Management. Atlanta, Georgia.

**Nesbit Wagner, E. A.** (June, 2022). *Understanding the influence of generational culture*. Presented to Unbridled. Denver, Colorado.

**Nesbit Wagner, E. A.** (April, 2022). *Understanding generational culture*. Presented to the Wisconsin Employer Support of the Guard and Reserve (ESGR). Green Lake, Wisconsin.

**Nesbit Wagner, E. A.** (January, 2022). *Understanding the influence of generational culture*. Webinar presented to the Maryland Emergency Management Association.

**Nesbit Wagner, E. A.** (September, 2021). *Understanding generational culture*. Webinar presented to Red Deer County Emergency Management, Alberta, Canada.

**Nesbit Wagner, E. A.** (September, 2021). *Understanding generational culture*. Presented to IHEPS. Indianapolis, Indiana.

**Nesbit Wagner, E. A.** (September, 2021). *Generational and diversity differences that you cannot ignore and survive*. Presented to Stewardship Risk Management. Buena Vista, Colorado.

**Nesbit Wagner, E. A.** (August & September, 2021). *Understanding the influence of generational culture*. Webinar presented twice to Cornerstone Management. Atlanta, Georgia.

**Nesbit Wagner, E. A.** (July, 2021). *Managing Millennials: Understanding generational culture in management*. Webinar presented to All Hazards Incident Management Team Association (AHIMTA).

**Nesbit Wagner, E. A.** (May, 2021). *Understanding the influence of generational culture*. Presented to the Atlanta Chapter of Convene. Atlanta, Georgia.

**Nesbit Wagner, E. A.** (March, 2021). *Generational culture and intrinsic motivations workshop*. Presented to the Broomfield Police Department. Broomfield, Colorado.

**Nesbit Wagner, E. A.** (October, 2020). *Understanding the influence of generational culture*. Presented to the UC Denver Counseling. Denver, Colorado.

**Nesbit Wagner, E. A.** (September, 2020). *Understanding the influence of generational culture*. Presented to the Broomfield Police Department. Broomfield, Colorado.

**Nesbit Wagner, E. A.** (January, 2020). *Understanding the influence of generational culture*. Presented to the Rocky Mountain Hostage Negotiators Association. Broomfield, Colorado.

**Nesbit Wagner, E. A.** (September, 2019). *How generational differences influence attitudes and communication*. Presented to ESource National Conference. Denver, Colorado.

**Nesbit Wagner, E. A.** (August, 2019). *Generations as cultures: How Boomers, Xers, and Millennials can work together*. Presented to Convene. College Station, Texas.

**Nesbit Wagner, E. A.** (July, 2019). *Bridging the divide: Understanding generational culture*. Presented to Colorado Association of School Resource Officers Conference. Cripple Creek, Colorado.

**Nesbit Wagner, E. A.** (June, 2019). *Making disciples across generations*. Presented to St. James Presbyterian Church. Denver, Colorado.

**Nesbit, E. A.** (May, 2019). *Intergenerational ministry at its best*. Presented to Grace Chapel, Community Church. Englewood, Colorado.

**Nesbit, E. A.** (May, 2019). *Bridging the divide: Understanding generational culture*. Presented to Wisconsin Association for College Admissions Counseling. La Cross, Wisconsin.

**Nesbit, E. A.** (April, 2019). *Bridging the divide: Understanding generational culture*. Presented to Law Enforcement Explorer Post Advisors Association of Colorado. Blackhawk, Colorado.

**Nesbit, E. A.** (April, 2019). *Intergenerational ministry at its best*. Presented to Christ Community Church. Greeley, Colorado.

**Nesbit, E. A.** (February, 2019). *Bridging the generational gaps: Thriving in an intergenerational workplace*. Presented to ESource. Boulder, Colorado.

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- Nesbit, E. A.** (February, 2019). *Understanding generations as unique cultures*. Presented to Denver Rescue Mission Annual Staff Gathering. Highlands Ranch, Colorado.
- Nesbit, E. A.** (November, 2018). *Intergenerational ministry at its best*. Presented to Greenwood Community Church. Greenwood Village, Colorado.
- Nesbit, E. A.** (August, 2018). *Generational ministry*. Presented to Mission Hills Church, Littleton, Colorado.
- Nesbit, E. A.** (August, 2018). *Understanding generations as unique cultures*. Presented to Thrive, Lakewood, Colorado.
- Nesbit, E. A.** (April, 2018). *Generations in leadership: Understanding generational culture and its impact on teams*. Presented to the Wisconsin National Guard Association/Wisconsin National Guard Enlisted Association Annual Conference, Eau Claire, Wisconsin.
- Nesbit, E. A.** (February, 2018). *The impact of generational differences and psychosocial development on work, life, and family*. Presented to Waterstone Preschool, teacher's in-service, Littleton, Colorado.
- Nesbit, E. A.** (January, 2018). *Intergenerational ministry at its best*. Presented to Bridgeway Church, Lakewood, Colorado.
- Nesbit, E. A.** (September, 2017). *Generational differences as culture*. Presented to the National Western Stock Show, Englewood, Colorado.
- Nesbit, E. A.** (August, 2017). *Surviving and thriving across the generational divide*. Presented to ALCOVA Mortgage, Roanoke, Virginia.
- Nesbit, E. A.** (June, 2017). *Generations as cultures: Coming together*. Presented to the Arapahoe County Sheriff's Office School Resource Officers, Aurora, Colorado.
- Nesbit, E. A.** (June, 2017). *Generational differences in counseling and supervision*. Presented to the University of Colorado Denver clinical staff, Denver, Colorado.
- Nesbit, E. A.** (April, 2017). *Reaching Millennials: The art of apprenticeship*. Presented to the Law Enforcement Explorer Post Advisors Association of Colorado, Blackhawk, Colorado.
- Nesbit, E. A.** (March, 2017). *Millennials in the Marketplace*. Presented to Kephart, Denver, Colorado.
- Nesbit, E. A.** (December, 2016). *Boomers, Xers, and Millennials in the Marketplace*. Presented to Denver Home Builders Association, Centennial, Colorado.
- Nesbit, E. A.** (October, 2016). *The Future of the Church Summit*. Panel discussion member, Longmont, Colorado.
- Nesbit, E. A.** (September, 2016). *Unlocking Millennials in Community*. Presented to Flatirons Community Church Young Adults Retreat, Crooked Creek, Colorado.
- Nesbit, E. A.** (September, 2016). *Millennials in the Church*. Presented to the staff of Flatirons Community Church, Lafayette, Colorado.
- Nesbit, E. A.** (September, 2016). *Millennials in the Marketplace*. Presented to Exclusive Networking Luncheon hosted by Northstar Bank, Greenwood Village, Colorado.
- Nesbit, E. A.** (July, 2016). *Millennials in the Church*. Presented to Restoration Christian Fellowship, Aurora, Colorado.
- Nesbit, E. A.** (May, 2016). *Millennials in the Workplace*. Presented to Convene, Littleton, Colorado.
- Nesbit, E. A.** (May, 2016). *Millennials in the Church*. Presented to Dillon Community Church, Dillon, Colorado.
- Nesbit, E. A.** (April, 2016). *Generations in the Church: A Three-Part Series*. Presented in three segments to Chapel Hill Church, Eagan, Minnesota.
- Nesbit, E. A.** (February, 2016). *Millennial Success in a Multi-Generational World*. Presented to Cru, Dallas, Texas.
- Nesbit, E. A.** (December, 2015). *Understanding Generational Differences in Ministry*. Presented to Chapel Hill Church, Eagan, Minnesota.
- Nesbit, E. A.** (December, 2015). *Understanding Generations as Cultures*. Presented to Cru, Kansas City, Missouri.
- Nesbit, E. A.** (October, 2015). *Generational Communication*. Presented to Cherry Hills

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- Community Church Women's Ministry, Littleton, Colorado.
- Nesbit, E. A.** (October, 2015). *Generational Differences: The Life and Times of Baby Boomers, Xers, and Millennials*. Presented to the Mother's of Preschoolers group at Cherry Hills Community Church, Littleton, Colorado.
- Nesbit, E. A.** (December, 2014). *Baby Boomers, Xers, & Millennials: Generational Culture in Counseling*. Presented to the Southwest Counseling Association, Littleton, Colorado.
- Nesbit, E. A.** (November, 2014). *Functional Family: How Baby Boomers, Xers, and Millennials Can Thrive Together*. Presented to the Loretto Center, Lakewood, Colorado.
- Nesbit, E. A.** (November, 2014). *Ministering to Millennials Matters*. Presented to Cru, San Antonio, Texas.
- Nesbit, E. A.** (November, 2014). *Cross-Cultural Missions: Reaching Millennials*. Presented to Peace Mennonite Church, Aurora, Colorado.
- Nesbit, E. A.** (November, 2014). *Functional Family: How Baby Boomers, Xers, and Millennials Can Work Together and Thrive*. Presented to the Virginia YMCA, AYP Chapter 25 Fall Conference, Williamsburg and Roanoke, Virginia.
- Nesbit, E. A.** (September, 2014). *Generational Differences: Understanding and Engaging Baby Boomers, Xers, and Millennials*. Presented to Bridgeway Church, Littleton, Colorado.
- Nesbit, E. A.** (June, 2014). *Generational differences: Engaging Baby Boomers, Xers, and Millennials in the workplace*. Presented to Convene, Denver Chapter, Littleton, Colorado.
- Nesbit, E. A.** (April, 2014). *Cross-cultural relationships: Engaging Millennials in ministry*. Presented to Flatirons Community Church senior leadership, Lafayette, Colorado.
- Nesbit, E. A.** (April, 2014). *Why Millennials matter*. Presented to Flatirons Community Church college and career staff, Lafayette, Colorado.
- Nesbit, E. A.** (March, 2014). *Women across generations*. Presented to Women on Wednesday at Cherry Hills Community Church, Highlands Ranch, Colorado.
- Nesbit, E. A.** (March, 2014). *Why Millennials matter*. Presented at the Verso Conference, Littleton, Colorado.
- Nesbit, E. A.** (February, 2014). *Why Millennials matter*. Presented to City/One, Denver, Colorado.
- Nesbit, E. A.** (February, 2014). *Cross-generational ministry: Effectively reaching Boomers, Xers, and Millennials*. Presented to Southern Gables Church, Lakewood, Colorado.
- Nesbit, E. A.** (February, 2014). *Generational differences*. Presented to Kraft, Inc. Carriers' Conference, Chicago, Illinois.
- Nesbit, E. A.** (January, 2014). *Women across generations*. Presented to Women Engage at Denver Seminary, Littleton, Colorado.
- Nesbit, E. A.** (January, 2014). *Cross-generational ministry: Effectively reaching Boomers, Xers, and Millennials*. Presented to Fellowship Community Church senior leaders, Salem, Virginia.
- Nesbit, E. A.** (January, 2014). *Understanding and respectfully responding to Boomers, Xers, and Millennials*. Presented to the Roanoke YMCA senior leaders, Roanoke, Virginia.
- Nesbit, E. A.** (December, 2013). *Generational differences*. Presented to Student Success Division at Colorado Christian University, Denver, Colorado.
- Nesbit, E. A.** (October, 2013). *Managing generational differences*. Presented to the Virginia Alliance of YMCAs Conference, Wintergreen, Virginia.
- Nesbit, E. A.** (September, 2013). *Generational differences: How generational culture influences work, family, & faith*. Presented to the Will Rothman Family Chaplaincy Annual Lectureship, Greeley, Colorado.
- Nesbit, E. A.** (August, 2013). *Understanding Millennials*. Presented to faculty and parents at Denver Christian High School, Denver, Colorado.
- Nesbit, E. A.** (June, 2013). *Applying generational needs to supervision models in counselor education*. Presented to the clinical staff at Excelsior Youth Center, Aurora, Colorado.
- Nesbit, E. A.** (June, 2013). *Managing generational differences through mentorship*. Presented to the Denver Chamber, Denver, Colorado.

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- Nesbit, E. A.** (April, 2013). *Generational differences in counseling and supervision*. Presented to the clinical staff at Excelsior Youth Center, Aurora, Colorado.
- Tonkin, S., & **Nesbit, E. A.** (April 2013). *The Integrated Life*. Six hour workshop presented to The Edge, Breckenridge, Colorado.
- Nesbit, E. A.** (March, 2013). *Generational differences in church ministry*. Presented to Waterstone Community Church, Littleton, Colorado.
- Nesbit, E. A.** (March, 2013). *Generational differences in the family*. Presented to Cherry Hills Community Church, Highlands Ranch, Colorado.
- Nesbit, E. A.** (December, 2012). *Generational differences: Mentoring, managing, & motivating*. 8 hour seminar presented to the All Hazards Incident Management Team Association conference, Indianapolis, Indiana.
- Nesbit, E. A.** (December, 2012). *Managing generational differences*. Keynote address presented to the All Hazards Incident Management Team Association conference, Indianapolis, Indiana.
- Nesbit, E. A.** (August, 2012). *Missing Millennials in ministry*. Presented to Cherry Hills Community Church, Highlands Ranch, Colorado.
- Nesbit, E. A.** (May, 2012). *Generational differences: Managing, mentoring, & motivating*. Presented to the APC/NACC/NAJC Chaplains Continuing Education conference, Centennial, Colorado
- Nesbit, E.A.** & Tonkin, S. (February, 2012). *Generational differences: Mentoring, managing, & motivating*. 8 hour seminar presented to the Wisconsin Army National Guard, Fort McCoy, Wisconsin.
- Nesbit, E. A.** (February, 2012). *Missing Millennials in ministry*. Presented to Denver Seminary Alumni, Littleton, Colorado
- Nesbit, E. A.** (October, 2011). *Managing generational differences in the workplace*. Presented to the Indiana Emergency Management Alliance Conference, Indianapolis, Indiana.
- Nesbit, E. A.** (September, 2011). *Managing generational differences in the workplace*. Presented to the Wisconsin National Guard Senior Leadership Conference, Oconomowoc, Wisconsin.
- Nesbit, E. A.** (August, 2011). *Generational differences in the workplace*. Presented to the Oklahoma Emergency Management Conference, Norman, Oklahoma.
- Nesbit, E. A.** (March, 2011). *Generational differences in the workplace*. Presented to the 46<sup>th</sup> Annual Governor's Homeland Security and Emergency Management Conference, St. Paul, Minnesota.
- Nesbit, E. A.** (October, 2010). *Cross-cultural communication: How generational culture influences workplace communication*. Presented at the National Emergency Management Association national conference, Little Rock, Arkansas.
- Nesbit, E. A.** (June, 2010). *Generational differences in the workplace*. Presented to staff at Doctor's Care, Denver, Colorado.
- Nesbit, E. A.** (July, 2009). *Generational differences in counseling*. Presented to Master's students in CNED5203: Foundations of Counseling course at the University of Arkansas, Fayetteville, Arkansas.