

DAVID S. KING

EDUCATION

Doctor of Social Work, Walden University, 2020

Concentration: Social Work Administration

Dissertation: *Bachelor of Social Work Students' Experience of Moral Reasoning at an Evangelical Christian University*

Master of Social Work, University of Kentucky, 1992

Concentration: Generalist Practice

Master's Thesis: *Secondary Trauma in Mental Health Crisis Line Workers*

Master of Arts, Asbury Theological Seminary, 1992

Concentration: Pastoral Counseling

Bachelor of Science, Eastern Michigan University, 1988

Major: Organizational and Interpersonal Communication

TEACHING EXPERIENCE

Professor and MSW Program Director, Indiana Wesleyan University, 2016-present

- Courses Taught: *Generalist Social Work Field Seminars, Advanced Social Work Field Clinical Seminars, Social Work Policy, Social Work Research, Leadership and Supervision in Social Work, Mental Health and Psychopathology, Social Work and Interpersonal Practice.*
- Full-time position teaching adults at the graduate level online and on campus.
- Faculty position includes half-time administrative responsibilities, developing, leading, promoting, and developing the MSW online program, including curriculum development and compliance with all CSWE accreditation standards, student support, and professional advising.
- Previously assigned as Field Director, a position that also included responsibilities for administrating the field program and as subject matter expert for Field Curriculum development and hiring, training, mentoring, and support for MSW adjunct field faculty. In this role, I also redesigned, wrote, and coordinated the development of the devotional content for the MSW curriculum.

Adjunct Faculty, Spring Arbor University, 2008 - 2019

- Courses Taught: Family Therapy, Interpersonal and Clinical Practice, Social Work with Communities and Groups, Human Sexuality, Human Development, Social Work Research, Advanced Field Education, including ethics, diversity, and policy from a Christian Worldview.

- Position includes annual training and orientation of agency field instructors.

PROFESSIONAL EXPERIENCE

GREAT LAKES PSYCHOLOGY GROUP, CROSSROADS COUNSELING CENTER, MILAN CHRISTIAN COUNSELING CENTER, Ann Arbor, Michigan, 1998 – to Present

Outpatient Therapist / Christian Counseling Emphasis

- Conduct individual, marital, and couple counseling.
- Perform clinical assessments and complete diagnoses, treatment plans, and progress notes for all clients.

ACADIA HEALTHCARE, Detroit, Michigan, 2013 – 2016

Director of Quality Assurance

- Responsible for leadership and oversight for all quality, risk management, recipient rights, compliance programs, contract processes and reporting, quality assessment, performance improvement planning, accreditation standards, and outcomes for Acadia operations, including all Access Center and Residential Treatment programs.
Provided supervision for Residential Clinical Director, Quality Coordinator, Risk Manager, and Quality Specialist.
- Implemented and designed policy, procedure, and quality improvement activities and compliance efforts to meet standards for accrediting bodies, including COA, CARF, NCQA, Department of Human Services Licensing, Prison Rape Elimination Act (PREA), 42 CFR, Michigan Department of Community Health (MDCH), and Detroit Wayne Mental Health Authority.
- Provided leadership in the development and implementation of Quality Assessment Performance Improvement Plans (QAPIP), ongoing continuous quality improvement activities for clinical and business operations, annual work plans, and corrective actions.
- Led organizational and clinical strategic planning, developed, monitored, and ensured accurate reporting of organizational outcomes and indicators.
- Provided oversight and monitoring of quality department staff and subcontracted service providers.

LIFEWAYS COMMUNITY MENTAL HEALTH, Jackson, Michigan, 2011- 2012

Director of Clinical Integration

- Provided leadership in integrated health initiatives for behavioral and physical health, state and federal grants, and support for evidence-based treatment programs for a clinical provider network serving adult and child populations.
- Developed and monitored key performance plans and indicators for clinical operations for adults and children.
- Provided oversight, administration, budget, program development, quality improvement, and expansion efforts for Central Michigan 2-1-1 call center serving over 70,000 individuals annually.
- Directed prevention and community collaboration planning and initiatives.

- Worked with community and state stakeholders, legislators, and media to enhance and promote the mission and services of LifeWays and 2-1-1.
- Provided supervision for 2-1-1 management staff, community liaison, and media director.

Key Accomplishments:

- Reduced costs and created program efficiencies to balance the budget and stabilize costs for 2-1-1 operations.
- Completed planning, design, and grant proposal for integrated health and behavioral health models.
- Implemented quality improvement initiative to improve partnership and strategic planning with the provider network.
- Developed agency prevention, community engagement, and marketing plan to improve organizational image, outcomes, and involvement in the community.

BEHAVIORAL HEALTH PROFESSIONALS, Inc., Detroit, Michigan, 2010-2011

Program Director Adults and Children with Developmental Disabilities

- Directed administrative, contractual, and clinical programs for a 40-million-dollar agency providing services to over 4,000 adults and children with developmental disabilities and other co-occurring disorders.
- Designed and implemented continuous quality improvement initiatives, utilization management, program development, training, and Medicaid network management as part of the executive leadership team.
- Supported eight provider agencies, including 150 staffing agencies and specialty service providers via leadership, consultation, and technical assistance. Provided supervision of 3 Utilization Management staff.
- Developed clinical protocols and processes designed to strengthen clinical program quality and maximize cost-effectiveness.

Key Accomplishments:

- Significantly reduced costs and leveraged resources efficiently as a result of implementing protocols for the use of community living supports and respite services for individuals with developmental disabilities.
- Designed an Intensive Gentle Teaching Support Team model to improve quality of life and minimize hospital recidivism for individuals with developmental disabilities.
- Enhanced clinical operations by developing a risk and utilization management process using utilization data and a functional assessment tool for adults with developmental disabilities.
- Reduced costs and increased independence for individuals with developmental disabilities by spearheading the launch of personal emergency response and monitoring systems.
- Improved quality of care through development of utilization management policies and procedures and training models to increase staff performance and consistency in application.

MONROE COMMUNITY MENTAL HEALTH, Monroe, Michigan, 2003 – 2010

Department Head, Child and Family Services

- Led team of 30 clinical, supervisory, and support staff in the development and administration of child and family services programs that included home-based care, case management, juvenile justice screening, youth transition, infant mental health, wraparound services, foster care, and prevention strategies.
- Provided supervision for four clinical supervisors.
- Championed program success by introducing strategic goals and indicators, implementing a comprehensive outcomes management system, completing annual program evaluations, budgeting, and securing grant funding.
- Led county-wide initiative for the development of a multi-organization system of care quality improvement effort in Monroe County.

Key Accomplishments

- Served as Performance Improvement Liaison and agency champion, working with the regional quality improvement committee to implement initiatives.
- Developed and launched Michigan's first cooperative Treatment Foster Care program based on evidence-based practices.
- Led community planning, collaboration, and promotion efforts for the Monroe County Children's System of Care initiative for Children and Youth.
- Secured funding for a variety of initiatives, including foster care treatment, a prevention screening tool for the Children's System of Care, and strengths-based treatment implementation for Children's Services.
- Improved clinical and program results by developing protocols for the effective use of the CAFAS in clinical monitoring and care management.
- Enhanced performance and strengthened clinical competencies by creating and implementing a training curriculum for staff working with SED children and families.
- Improved social skills and outcomes by devising an innovative use of community living support services for children.
- Bolstered parent support and networking by developing parental leadership and family-driven strategies in tandem with a local parent advisory council.
- Implemented evidence-based practice protocols that included Parent Management Training Oregon, Trauma CBT, and PLAY project.

DEARBORN FREE METHODIST CHURCH, Dearborn, Michigan, 1996 – 1998

Associate Pastor for People Development

- Provided leadership and oversight of adult ministries and groups for a congregation of 400.
- Trained teachers, leaders, and small group facilitators in delivering children and youth ministries.
- Taught educational classes to encourage leadership development as well as personal and spiritual growth.

WENATCHEE FREE METHODIST CHURCH, Wenatchee, Washington, 1994 – 1995

Director of Counseling Services

- Provided individual and marital counseling to community members
- Developed and coordinated mental health and educational initiatives to support the congregation and community.

WASHTENAW COUNTY MENTAL HEALTH, Ann Arbor, Michigan, 1993 – 1994

Client Services Manager

- Served as a residential services case manager responsible for planning, coordinating, and supervising clinical and therapeutic interventions for individuals with chronic mental illness and substance abuse disorders.
- Prepared written assessments, treatment plans, and supervised group home direct care staff.

PUBLICATIONS

King, D. (2025). Masculinity in Crisis. Center for Biblical Unity Blog, May 5, 2025.

King, D. & Conners, M., Hawkins, R. (2024). A Biblical Theory of Change for Christian Counseling: Essential Elements, Presuppositions, and Strategies. *Marriage and Family: A Christian Journal*. American Association of Christian Counselors (AACC). (Fall 2024)

King, D. (2024). Managing moral differences and distress in clinical practice. *Christian Counseling Today*, 27(1). pp. 24-29. American Association of Christian Counselors (AACC).

Conners, M., King, D., et al., (2024). In Good Faith: Responding to Challenges to Religious Liberty (Lead writer for ethics section). *Liberty University, Global Center for Mental Health, Addiction, and Recovery*. Lead author for the literature review and response for ethics. American Association of Christian Counselors (AACC).

King, D. (2024). The Essential Guide to Finding the Right Christian Counselor: Help for Evaluating a Potential Mental Health Professional. Digital Publication.

King, D., & Cutsinger, M. (2023). Faith Integration: Student Perspectives on Spirituality and Social Work in a Christian Master of Social Work (MSW) Program. *E-Journal of Religious & Social Work*, 50. DOI:

King, D. & Buchanan, T. (2023). An Exploratory Study on Integrating the Christian Faith in an Online Master of Social Work (MSW) Program Curriculum. *E-Journal of Humanities, Arts and Social Sciences* (EHASS), 4 (13). pp 1415-1423 DOI:

King, D. (2023). Healing Our Painful Emotions (HOPE): A Biblical and Clinical Program for Christian Trauma Recovery, *IWU Talent Ladder*.

King, D. (2020). *Bachelor of Social Work Students' Experience of Moral Reasoning at an Evangelical Christian University* (Doctoral dissertation). Walden University, Minneapolis, MN.

Faulkner, C., Cutzinger, M., King, D., Bishop, S., Long, J. (2018). Evaluation of online classes using the seven principles of effective teaching. *American International Journal of Social Science*, 7 (4) 1-12.

King, D., & Hodges, K. (2013). Outcomes-driven clinical management and supervisory practices with youth with severe emotional disturbance. *Administration in Social Work*, 37(3), 312-324.

Acknowledgment, Hodges, K., & Wotring, J. R. (2012). Outcomes management: Incorporating and sustaining processes critical to using outcome data to guide practice improvement. *The Journal of Behavioral Health Services & Research*, 39(2), 130-143.

King, D., Hodges, K., & Martin, L. (2010). Creating sustainability and increasing accessibility and collaboration within a system of care using a common frontline assessment tool, *University of South Florida Research Highlights*, September 2010.

PROFESSIONAL PRESENTATIONS

King, D. (October 24, 2025). How does change happen? Exploring a Biblical-Clinical Theory of Change in Social Work Practice. The Association of Christians in Health and Human Services (ACHHS), National Conference, Philadelphia, PA.

King, D. (September 25, 2025). How God Changes Us: Exploring a Biblically Informed Theory of Change in Social Work Practice. The American Association of Christian Counselors (AACC), United World Conference, Nashville, TN.

Connors, M., Hawkins, R., & King, D. (September 23, 2025). A comprehensive Biblical-Clinical Theory of Change: Targeted Treatment Strategies based on Client Issue and Need. The American Association of Christian Counselors (AACC), United World Conference, Workshop intensive. United: World Conference, Nashville, TN.

King, D. (June 7, 2025). How God Changes Us: Being and Becoming Whole and Holy. First Love Unbroken, Surrender Conference, Atlantic City, New Jersey.

King, D. (May 9, 2025). Understanding Trauma and Emotional Wounds. Vestrand, Dental Consultants, Live Training.

King, D. (March 14, 2025). Understanding Common Causes of Anxiety and Depression and What to Do about Them. Vestrand, Dental Consultants, Live Training.

King, D. & Long, J. (October 2024). Dwelling in Grace and Truth: A Biblical Model for Engaging Issues of Diversity and Justice. Association of Christians in Health and Human Services (ACHHS) National Conference, Washington D.C, October 25th, 2024.

King D. & Rodriguez A. (October 2024) Understanding Sin, Confession and Repentance in Christian Counseling. Association of Christians in Health and Human Services (ACHHS) National Conference, Washington D.C, October 25th, 2024.

King, D. (December 2023). Improving Client Outcomes: Understanding Theories of Change and Designing Effective Interventions. Mental Health Association in Michigan. Online Webinar, December 7, 2023.

King D. (November 2023). Wrestling Not with Flesh and Blood: Understanding and Responding Biblically to Sexuality Issues Impacting Family, Friends, or Work. Relational Wisdom 360 Conference, Billings, MT, November 4, 2023.

King, D. & Long, J. (November 2023) Dwelling in Grace and Truth: A Biblical Model for Engaging Issues of Diversity and Justice - Relational Wisdom 360 conference, Billings, Mt, November 3, 2023.

King D. (October 2023). Wrestling Not with Flesh and Blood: Understanding and Responding Biblically to Sexuality Issues Impacting Family, Friends, or Work. The Association of Christians in Health and Human Services Annual Convention, Houston, TX, October 27, 2023.

King D. (September 14, 2023). *Ethical Decision Making when you have Moral Differences with Individuals or Agencies*. American Association of Christian Counselors (AACC), Know Hope: World Conference, Nashville, TN.

King, D. & Long, J. (September 13, 2023). Race, Justice, and Diversity: Using Emotional Intelligence, Relational Wisdom, and Worldview Assessment to Improve Mental Health Practice. The American Association of Christian Counselors (AACC), Know Hope: World Conference, Nashville, TN.

King, D. (August 8, 2023). Christian Ethics and Clinical Practice in a Post-truth World: Strategies and Skills for Christian Clinicians. Association of Christians in Health and Human Services (ACHHS), Counsel Talk Webinar.

King, D. (2021-2023). *Working with LGBT Students and Issues in the Classroom: Training for IWU Faculty*. In-person and online training for full-time and adjunct faculty. February 19, 2022, October 8, 2022, December 15, 2022, and August 3, 2023.

King, D. (2022). *Ethical Decision Making when you have Moral Differences with Individuals or Agencies*. Association of Christians in Health and Human Services (ACHHS) Annual Convention, Cincinnati, OH, October 15, 2022.

King, D. & Long, J. (2022). *Using Relational Wisdom to Respond to Issues of Race and Injustice*. Relational Wisdom 360 Conference, Billings, MT, August 20, 2022.

King, D. (2021). *Exploring a Biblical View of Change in Human Services*. Association of Christians in Health and Human Services (ACHHS) Annual Convention, Indianapolis, IN, October 16, 2021.

King, D., Long, J., Wells, M., & Veach, T. (2021). *Pursuing Biblical Unity in Diversity: Insights from a Behavioral Sciences Task Force*, Indiana Wesleyan University, February 16, 2021.

King, D. (2021). *Integration of Christian Faith and Practice: Confronting the Challenges*. Diverse Discussions Webinar Series, Association of Christians in Health and Human Services, January 18, 2021.

King, D. (2020). *Social Work Students' Experience of Moral Reasoning*, Presented at IWU Scholarship Symposium, October 28, 2020.

King, D. & Crowther, E. (2019). *Utilizing Scientific and Theological Views of Forgiveness in Clinical Work*, presented at the North American Association for Christians in Social Work Annual Convention, November 2019.

King, D. (2019). *Tools for Teaching Students' Integration of Biblical Worldview and Practice*, presented at IWU Scholarship Symposium, October 2019.

Veach, T. & King, D. (2018). *Positive Psychology's Four Sacred Emotions and Christian Discipleship*, Presented at IWU Scholarship Symposium, October 2018.

King, D. (2018). *Christian Worldview Competency in the MSW program: Data Review and Implications*. Presented at Behavioral Sciences Department meeting, November 2018. King, D. (2017). *Stages of Effective Field Supervision*. Presented at Spring Arbor University, September 21st, 2017.

King, D. (2012). *Outcomes Driven Management Practices with SED Children*, Poster Presentation, National Council Mental Health and Addictions Conference, 2012.

King, D. (2011). *Outcomes Driven Management Practices with SED Children*, Poster Presentation, Detroit Mental Health Research Day, 2011.

King, D. (2009). *Treatment Foster Care Implementation in a Community Mental Health Setting*. Michigan Association of Community Mental Health Boards Conference Workshop, October 2009.

King, D. (2008). *Using Performance Improvement and Learning Organization Theory in the Community Mental Health Setting*, Michigan Association of Community Mental Health Boards Conference Workshop, October 2008.

PODCASTS AND MINISTRY WORKSHOPS

King, D. (August 9, 2025). Care and Counsel Podcast. Planted with Purpose: A Biblical

King, D. (June 1st, 2024). A Christian View of Trauma and Mental Health. All the Things

King, D. (April 3, 2024). Redeemed Resilience: Clinical Insights on Coping with Aces & Trauma in Christ with David Wolf Godwin. Podcast Presentation. [Video]. YouTube.

King, D. (March 30, 2024). Making Change the Biblical Way. The Rooted and Edified Podcast with Kat and Manny Elias. [Video]. YouTube.

King, D. (June 2nd and 9th, 2024). Loving Your Neighbor Well: Responding Effectively and Biblically to Issues of Sex and Sexuality with Family and Friends. Ypsilanti Free Methodist Church, Ypsilanti, MI.

King, D. (April 21-22, 2023). Healing Our Painful Emotions (HOPE) Workshop and Retreat. Ypsilanti Free Methodist Church, Ypsilanti, MI.

AWARDS

2025 Caregiver Award, recognizing excellence in clinical work and practice. American Association of Christian Counselors (AACC). Awarded at the AACC World Conference, Nashville, TN, September 26, 2025.

PROFESSIONAL LICENSURE, MEMBERSHIPS, AND LEADERSHIP

- Licensed Master's Level Social Worker, Clinical and Macro, State of Michigan, 1993-present. License Number - 6801066963
- National Association of Christian Social Workers (NACSW), 2016-2021
- Association of Christians in Health and Human Services (ACHHS), 2019 – Board Member,
- American Association of Christian Counselors (AACC), 2022 – present. World conference social work track reviewer, reviewer/contributor for code of ethics revisions 2023.

Center for Biblical Unity: CFBU exists to lead respectful and Bible-centered conversations on race, unity, and justice. Member of the Academic Advisory Council.