
Jodi Douglas Vermaas, PhD, LPC, LMHC, NCC

jodiv@powusa.com
jodi.vermaas@mail.waldenu.edu

Franklin TN 37069
407-340-0986

EDUCATION

Walden University Minneapolis, MN (CACREP-accredited)	Ph.D. Counselor Education and Supervision	2016
Walden University Minneapolis, MN (CACREP-accredited)	MS in Mental Health Counseling	2013
Cornerstone University/ Calvary Theological Seminary Lake Charles, LA (ACI, comprehensive member)	MA/ PhD Clinical Christian Psychology	2009
Columbia University NYC, NY	BA in English literature	1995

LICENSURE AND CERTIFICATIONS

Florida Licensed Mental Health Counselor (FL LMHC #11097), Florida Department of Health and Human Services

Tennessee Licensed Professional Counselor, Mental Health Services Professional Designation (TN LPC-MHSP #3619), Tennessee Department of Health and Human Services

National Certified Counselor (NCC #311293), National Board of Certified Counselors

Licensed Clinical Christian Therapist (LCCT #12909), National Christian Counselors Association (NCCA)

Ordained Women's Ministry Leader, Real Life Christian Church (Lake County, FL 2008)

PROFESSIONAL EXPERIENCE

Contributing Faculty, Walden University: April 2021-Present

Instructor for the MS in Mental Health Counseling Program CACREP accredited where I teach, grade, and facilitate master's students using the online format.

Currently Teaching

- COUN 6360-31 Assessment in Counseling

- COUN 6360-32 Assessment in Counseling
- COUN 6722-46 Counseling Theories
- COUN 6722-47 Counseling Theories

Founder, STONEPILE The Online Construction College: (2018-present)

Founder and Program Evaluator for an online college dedicated to students looking for an innovative, tech-savvy, and lucrative career in construction.

- Provide initiative for the creation and founding of a college in the state of Tennessee
- Provide program evaluation as the college is in the DEAC accreditation process
- Create curriculum and content evaluation for the General Education Classes
- Teach online for the General Education Classes
- Train instructors to improve online teaching skills and ensure student success rates

Chief Leadership Officer: (2018-present)

Tasked to strategize, build, and empower Base4 with the most skilled and coordinated talent group in an increasingly Automated/Tech-driven/Unpredictable/Global economy - while still maintaining the values of Respect, Honesty, Humility, and Fun. Goals include:

- provide greater support, accountability, tools, and structure to Base4 Directors and Team Leaders
- create more open communication among and with the executive team
- launch the Executive-in-Training (EIT) Program
- strategize Placement of talent/leaders into offices and structures of the organization to expand our global reach into new markets.
- systemize, Automate, and Market the LD/Servant Leadership Program

Executive Coach and Leadership Director: (Base4 International 06/2016-2018)

- executive coaching and leadership director for international a/e firm
- directing and training all executives and rising leaders
- creating and delivering program directives,
- conducting research and writing executive briefings and speeches
- assessing leaders and proving psychological directions for development
- conducting psychological assessments to drive leadership and program development.
- presenting instruction and direction via mobile platforms, including email, Skype, Twitter, Facebook, and via public speaking engagements.

Executive Director, Priority Kids: (Lake County, FL, 11/2014-present).

- leading the year-long accreditation process to license Priority Kids, an adoption placement agency that facilitates no- or low-cost adoptions
- directing and training a diverse, inter-disciplinary team of adoption specialists to connect children and families for whom adoption costs would otherwise prevent full adoption
- conducting family assessments and home study services
- collaborating with the Florida Department of Families and faith-based institutions to address adoption disparities

President and Supervisor, Priority One Counseling Services: (Lake County, FL, 3/2012-present).

- providing educational opportunities for Christian lay-counselors desiring to earn degrees through the National Christian Counselors Association
- teaching, supervising, evaluating, and training counselors for Christian works of service as they take courses to earn certification, licensure, and advanced degrees (Master's and Doctoral) in Christian and Pastoral Counseling
- certifying and instilling counseling skills required to support local visionaries in both local and international mission areas, including Haiti, India and Myanmar.

Founding Board Member and Secretary, Priority One Worldwide: (Lake County, FL, 9/2010-present).

- establishing Priority One Worldwide as a 501-3C non-profit organization working toward social justice for women and children in areas of need
- providing counseling and counselor training services in under-served areas of Haiti, Qatar, India, and Myanmar
- attending to the spiritual and psychological needs of survivors of trauma and crises
- conducting assessment and leadership training to indigenous missionaries and social justice workers in countries such as China and Indonesia
- traveling frequently outside of the United States and providing counseling services, leadership training, and documentation of agency directives via online and in-person communications

Clinical Counseling Internship, Bird of Paradise Psychological Services: (Broward and Dade County, FL, 9/2014-12-2014):

- providing intake, assessment, treatment planning, counseling services, and documentation for clients with severe mental health issues and substance abuse challenges
- conducting mental status examinations and writing reports for the department of health to evaluate qualifications for disability status and government assistance
- identifying and coordinating local resources and assistance for clients in crisis
- collaborating with fellow staff of licensed psychologists to learn and apply advanced assessment skills

Clinical Counseling Intern, Counseling Services under Marilyn Allen, MS, LPC, LMFT: (Broward, Dade, and Lake County, FL, 4/2013-9/2014):

- counseling survivors of trauma in the local community
- conducting trauma-related workshops in the community
- conducting assessments, treatment plans, and documentation pertinent to counseling needs
- providing consulting and assessment services to corporate staff of local businesses to enhance their leadership development in global markets
- conducting quantitative research efforts on interprofessional collaboration

Clinical Counseling Intern, Anchor Christian Counseling Center (Dickinson, ND, 12/2012-4/2013).

- assessing, counseling, and documenting progress for treatment of anger, marriage and family, substance abuse, trauma, and spiritual integration needs
- providing flexible and low-cost services to this rural community as the soul counselor living in this area
- facilitating key interprofessional relationships between spiritual leaders and community members to attend to mental health care disparities in that area
- identifying spiritual resources and strengths to attend to long-term recovery planning

Counseling Student Intern, Marion County Juvenile Detention Center: (Lake County, FL, 6/2012-12/2012).

Under the supervision of Marilyn Allen, MS, LPC, LMFT, CAP (see references), I performed the following clinical tasks:

- assessing and counseling adolescents being held for adjudication
- providing individual intake, assessment, and crisis response
- attending to continual risks of suicidal and violent behaviors in youth
- leading group counseling to youth under detention
- collaborating with Marion County police officers and court system, attending psychiatrists, and nurses, and other agency team members
- applying cognitive-behavioral therapy, Rational Emotive Behavioral Therapy, solution-focused, and group modalities to empower clients to a reduction in symptoms and positive change

Missionary and Social Justice Advocate, Priority One Worldwide: (Qatar, Middle East; Damoh, India, 9/2010-7/2011).

- providing physical, spiritual, and psychological care for orphans
 - teaching pastoral counseling classes to lay missionaries
 - providing marriage and family counseling services to community members
 - leading workshops to train indigenous spiritual leaders in crisis counseling skills to improve the lives of nationals, most of whom were survivors of trauma
 - developing interprofessional relationships for future work in India
- ❖ These international activities laid the foundation for the later establishment of Priority One Worldwide, a non-profit organization aiming to support orphans and missionaries across the world. www.priorityoneworldwide.com

Women's and Children's Licensed Ministry Director, Real Life Christian Church: Lake County, FL, 9/2008-8/2010).

- directing the children's ministry of 700 children and 250 volunteers
- collaborating with pastoral and legal staff to ensure compliance with the Florida Department of Children and Families
- authoring and executive editing of original children's ministry curriculum (see Publications)
- conducting all affairs of the women's ministry, which grew to over 1000 women under my leadership
- Teaching seminars, providing individual pastoral counseling, leading process groups and large-scale community events, training volunteers and staff, and directing the affairs of the day -to-day ministry.

Staff Pastoral Counselor, Wellspring Counseling: (Lake County, FL, 1/2008 -9/2008).

- counseling clients presenting with abuse, anxiety and depression issues using cognitive behavioral and spiritual therapies
- assessing, treatment planning, and counseling for marriage and family issues
- providing group services for spiritual interventions attending to abuse, grief, recovery, and addictions

Women's and Children's Ministry Leader, New York City Church of Christ: (New York, NY, 10/1995-03/2003).

- planning and executing all events and curriculum for the Manhattan section of the church (approximately 600 members)
- speaking at weekly seminars and classes on Christian discipleship, both academically and practically focused

- providing pastoral counseling to women for issues of abuse, grief, addiction, marriage and family issues, pre-marital counseling, and spiritual trauma
- leading and supervising ten other ministry staff members
- collaborating with leaders and members of the larger tri-borough church of 6000 members
- directing all aspects of curriculum and teacher screening/training

Women's Ministry Campus Intern, New York City Church of Christ: (New, York, NY, 09/1993- 09/1995).

- co-leading small-group teaching and one-on-one pastoral counseling to campus students at Columbia University
- speaking to Manhattan-wide campus events to address issues related to spirituality and university life
- mentoring students in campus ministry while being mentored and trained in ministry

ACADEMIC EXPERIENCE

Instructor, WALDEN UNIVERSITY: (2021-present):

Instructor in the School of Social and Behavioral Sciences

- Teach and mentor in the School of Counseling
- Lead instructor: COUN 6360-31/6360-32 Assessment in Counseling

Instructor: STONEPILE The Online Construction College (2020-present)

The mission at STONEPILE llc is to harness the power of innovation, technology, and experience to train the next generation of construction leaders in values-based perspectives, success-oriented knowledge, and real-world construction skills. My tasks include online teaching and curriculum creation for the General Education and Leadership Coursework.

- 101 English Literature and Composition
- 131 Psychology – Critical Thinking, Values, Leadership
- 201 Communication – Digital Composition
- 231 Psychology – Leadership Development
- 331 Principles of Management and Leadership
- 341 Principles of Construction Management

Teaching Assistant. Walden University, School of Social and Behavioral Sciences, Minneapolis, MN. 5/2014-3/2015. Students: National and International students in both the Counselor Education and Supervision Doctoral Program and Master's in Mental Health Counseling Program. Environment: Online and face-to-face. Under the direction of Judy Green, PhD, LPC, Amanda Costin, PhD, LPC, and Shelley Jackson, PhD, LPC (see references), I taught in the following courses:

- COUN 8120 Program Evaluation and Consultation (x2). Teaching responsibilities included the following:
 - responding to weekly discussion posts with empirical research and discussion
 - presenting original teaching points in the classroom
 - mentoring student development
 - grading discussion boards, weekly papers, and final projects
 - facilitating doctoral-level writing skill development for research, presentations, and

- grants
 - assisting in the remediation of doctoral students requiring assistance in APA-writing and analytical development.
 - coordinating administrative announcements via Blackboard platform
 - providing instruction and feedback regarding the final project, which included power point presentations and empirically-led discussions that targeted social change.
 - applying my teaching philosophy, which promotes a strengths-based, student-focused, and self-directive and reflective learning process, in order to nurture students' cognitive development while providing structured and unstructured learning opportunities to impart both foundational knowledge and passion for creatively seeking positive social change
- COUN 8024 Mentoring Forum.
 - facilitating professional development for doctoral and master's students in the counseling program
 - writing and posting of responses and informational sessions in an online discussion format
 - creating and posting mini-lessons on various counseling issues, such as self-care, APA-style writing, career planning, and preparation for dissertation
- COUN 6671 Practicum.
 - supervising via distance video-conference to master's students as they presented case studies, case conceptualizations, and ethical dilemmas
 - presenting my model of supervision and applying supervisory interventions accordingly
 - teaching my supervision model, involving the Seven-Eyed Supervision Process with the Discrimination model and REBT philosophical foundation, which the lead instructor later assumed for future classroom activities
- COUN 8895 Internship.
 - conducting group supervision to fellow doctoral students in lead instructor's absence
 - documenting process notes for the lead professor
 - modeling strong organizational, communication, and ethical skills via the online format
- COUN 8896 Internship.
 - leading distance supervision groups to fellow doctoral students in the lead instructor's absence
- RESI 8802 Residency. Five-day intensive face-to-face course instruction of master's Level 1 students in the Mental Health Counseling Program.
 - facilitating class discussions
 - presenting learning materials in counseling theory and ethics, professional development, clinical skills, and case conceptualization
 - providing formative and summative evaluations of master's students on their clinical skills
 - providing remediation for a student who required a remediation plan in order to reach CACREP-required counseling skills.
- RESI 8803 Residency. Five-day intensive face-to-face course instruction of master's Level 2

students in the Mental Health Counseling Program.

- teaching master's students in advanced development of their clinical skills
- facilitating students' clinical skills in both one-on-one and group formats
- collaborating with the lead instructor and assuming the instruction in lead instructor's absence
- lecturing and facilitating process groups to address CACREP-level learning on counseling theory

Research Assistant. Walden University, School of Social and Behavioral Sciences, Minneapolis, MN. 8/2015-present. Under the direction of Anita Neuer Colburn, Ph.D., LPC, I remain engaged in the following research tasks:

- conducting literature reviews on the intersection of spirituality and counseling
- writing research proposals and IRB applications for research
- conducting quantitative analysis of Journal of Citations Review with related discussion
- writing articles intended for research projects and potential publication in progress (see Publications)

Lead Instructor and Clinical Supervisor. National Christian Counselors Association (Lake County, FL). 9/2012-9/2015. Students: Non-degree, bachelor's, and master's level students obtaining academic requirements for license as pastoral counselors and certified temperament counselors through the NCCA. Environment: Online and face-to-face. Tasks included teaching, supervising, evaluating, and training counselors of bachelor's and master's students for Christian works of service. I facilitated the following courses:

- Assessment with the Arno Profile Systems, which allows pastoral counselors to quickly assess and understand the needs of parishioners
- Basic Christian Counseling
- Temperament Theory
- Testing/Measurements
- Temperament Therapy
- Christian Psychology & Counseling
- Mastering Pastoral Counseling Utilizing Temperament
- Temperament Case Studies
- Vicarious Trauma

I wrote and taught the following CACREP-level presentations:

- Master Class: Rational Emotive Behavioral Theory

Lead Instructor. Real Life Christian Church (Lake County, FL). 9/2009-12/2010. Students: Diverse non-degree-seeking. Environment: face-to-face via lecture and facilitation of process groups. I wrote and taught the following courses:

- Spirituality and Wellness
- Spiritual Leadership
- Legal, Ethical, and Spiritual Principles in Children's Ministry
- Book of Acts

Co-Instructor. Real Life Christian Church (Lake County, FL), Community Christian Church (Broward County, FL), Mid-India Christian Ministries (Damoh, India). 9/2009-1/2015. Students: National and International non-degree students. Environment: face-to-face via large-group (500+ students) lecture and

facilitation of process groups

- Marriage and Family

Lead Instructor and Ordained Women Ministry Leader. New York City Church of Christ, International Churches of Christ (Manhattan, NY). 1/1996-1/2003. Students: National and International non-degree students. Environment: face-to-face via large-group (500+ students) lecture and facilitation of process groups. Responsibilities included the following:

- Teaching weekly classes, providing large group lectures (100+ students), and facilitating process groups. These classes aimed at providing Biblical insights, academic material, and practical skills. Highlighted classes and series I taught include the following:
 - The Word, Biblical Standards and Apologetics
 - Discipleship
 - The Kingdom and Church
 - The Crucifixion, Light and Darkness
 - Denominationalism and Responses
 - Marriage God's Way*
 - Parenting God's Way*
 - Singleness and Discipleship*
 - Overcoming *
 - Faith, Hope, and Love*
 - On the Book of Acts*
 - On Romans*
- delivering large group presentations (1000+ in attendance) and lectures both nationally and internationally, including the following seminars:
 - Christian Leadership, August 2000 (Case de Campo, Santo Domingo)
 - Apologetics, July 2000 (NY, NY)
 - Single Devotion to the Lord*, August 1999 (Toronto, Canada).
 - Discipleship, August 1998 (London, England)
 - Women's Day*, September 1997 (Boca Raton, FL)
 - True Lies*, September 1996 (NY, NY)

*Denotes original material

Publications, Presentations, and Research

Vermaas, J.D. (2020). *Get Money Do Good: A true story how-to*. GMDG Publishing: Nashville, TN. ISBN1735396605

Vermaas, J. D., Green, J., Haley, M., & Haddock, L. (2017). Predicting the Mental Health Literacy of Clergy: An Informational Resource for Counselors. *Journal of Mental Health Counseling*, 39(3). <https://doi.org/10.17744/mehc.39.3.04>

Vermaas, J. D., Green, J., Haley, M., & Haddock, L. (2016). *Clergy Characteristics and Mental Health Literacy*. Expected November 2016. (Dissertation). Walden University.

Vermaas, J. D. (2015, July). *Clergy recognition of mental health disorders*. Poster session presented at

annual conference for the Association of Spiritual Ethical and Religious Values in Counseling (ASERVIC), New York, NY.

Vermaas, J. D. (Ed.) (2011). *The edge*. Lake County, FL: Real Life Ministries.

Vermaas, J. D. (2011). The edge: 4th & 5th grade module. In J. D. Vermaas (Ed.), In *The Edge*, 255-372. Lake County, FL: Real Life Ministries.

Vermaas, J. D. (2011). The edge: 2nd & 3rd grade module. In J. D. Vermaas (Ed.), In *The Edge*, 118-254. Lake County, FL: Real Life Ministries.

Vermaas, J. D. (2009). *Counseling and temperament: 35 Case studies*. [Dissertation]. Lake Charles, LA: Cornerstone University.

Douglas, J. (1997). Contentment in every single circumstance. In S. G. Kinnard *Undivided devotion: Spiritual focus for single disciples*, 71-81. Woburn, MA. Discipleship Publications International.

Douglas, J. & Vermaas, G. (1997). Want to change the world? First change your sheets. In S. G. Kinnard (Ed.) *Undivided devotion: Spiritual focus for single disciples*, 121-136. Woburn, MA. Discipleship Publications International.

Leadership and Service

Founding Member, Priority One Worldwide, for which I received a \$10,000 award as one of Walden University's 2012 Scholar of Change

Secretary, Priority One Worldwide (Lake County, FL)

Volunteer Counselor, Priority One Counseling Services (Damoh, India; Kerala, India; Doha, Qatar; Guangzhou, China)

Professional Memberships and Awards

Recipient, 2021, Globe St. *Women of Influence*

Recipient, 2017 ASERVIC Research Award

Professional Member, American Counseling Association (ACA)

Member, Association for Counselor Education and Supervision (ACES)

Member, Association for Religious and Spiritual Values in Counseling (ASERVIC)

Member, Chi Sigma Iota

Member, Florida Association of Christian Counselors and Therapists (FACCT)

Member, National Board for Certified Counselors (NBCC)

Member, National Christian Counselors Association (NCCA)

Recipient, 2012 Scholars of Change Award, Walden University

References

Blair Hildahl, P.E.

Chief Marketing Officer

BASE4

2901 Clint Moore Road #114

Boca Raton, Florida 33496

9 Jodi Douglas Vermaas

608-304-5228
blairh@base-4.com

Judith Green, PhD, LPCC-S, NCC, NCSC

Core Faculty-Master's Program
College of Social and Behavioral Sciences
Walden University
155 Fifth Ave., South, Suite 100
Minneapolis, MN 55401
330-904-2372
Judy.green@mail.waldenu.edu

Marilyn Allen, MS, LPC, LMFT, CAP

Executive Director, Camelot Community Care
1601 NE 25th Avenue, Suite 306
Ocala, FL 34470
Phone 352-671-7884
mallen@camelotcommunitycare.org

Anita Neuer Colburn, PhD, LPC

Clinical Training and Instructor
Northwestern The Family Institute
The Family Institute at Northwestern University - Headquarters
618 Library Place
Evanston, IL 60201
757-705-3323
Anita.nc@icloud.com