

Rev. Tarsha Banister, D.Min.

Executive Leader & Strategist in Black Theological Education and Institutional Innovation

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EXECUTIVE SUMMARY

Executive leader and theologian with twenty years of experience directing faith-based, educational, and public health initiatives. Deep fluency in Black church traditions, HBCU contexts, and historically Black theological institutions, with proven strength in multi-institutional partnerships, strategic planning, and grant-funded program leadership. Currently serves as Executive Director of Wisdom Keepers, Hope Seekers, a \$10 million Lilly Endowment initiative advancing the future of Black theological education.

PROFESSIONAL EXPERIENCE

Executive Director, Wisdom Keepers, Hope Seekers | Howard University School of Divinity 2026 – Present

- Provide day-to-day executive leadership of a five-year, \$10 million Lilly Endowment Pathways for Tomorrow initiative advancing pastoral leadership formation in partnership with HBTIs, Black denominations, HBCU chapel programs, and community organizations.
- Direct grant administration, multi-institutional subaward strategy, program design, hiring, and initiative branding through the collaborative's launch phase.
- Designed the initiative's three strategic pathways — Faith and Leadership; Ministry Sustainability and Innovation; and an HBTI Shared Endowment — translating grant vision into measurable outcomes for students, clergy, faculty, and congregations.
- Developed the Faith Leadership Laboratories subaward program, including the national call for proposals, application intake systems, and evaluation rubrics for funded sites.
- Cultivate denominational partnerships collectively reaching more than 20 million African American Christians.

Faith & Health Education Manager | Faith COMPASS Center, Wake Forest School of Divinity 2023 – 2026

- Directed strategic implementation of interdisciplinary educational initiatives at the intersection of theology, public health, and congregational leadership, supporting a grant-funded portfolio exceeding \$1M annually.
- Led multi-stakeholder partnerships among faith leaders, healthcare providers, scholars, denominational leaders, and community organizations across the Southeastern United States.
- Designed and oversaw leadership development programs for 75+ clergy and faith leaders focused on congregational transformation, stigma reduction, and community wellness.
- Collaborated with executive leadership on long-range strategic planning, sustainability initiatives, institutional partnerships, and program expansion; supported quarterly and annual reporting for major grant-funded initiatives in alignment with Sponsored Programs requirements.
- Managed educational cohorts, curriculum development, and community engagement initiatives utilizing hybrid and digital learning strategies; supervised project-based teams, consultants, interns, and collaborative working groups.

Event Executive, John W. Hatch Lecture & Symposium | Wake Forest School of Divinity 2024 – 2026

- Directed strategic planning and execution for a university-wide interdisciplinary symposium on health equity, faith leadership, and social justice, convening 200+ attendees.
- Coordinated cross-functional collaboration among university leadership, scholars, media teams, healthcare professionals, and faith-based stakeholders; secured nationally recognized keynote speakers.
- Oversaw branding, communications, livestream production, post-production dissemination, and branded resource development.

Medical Manager & Partnership Strategist | Old North State Medical Society 2022 – 2023

- Established and managed 60+ strategic partnerships among faith institutions, healthcare organizations, and community stakeholders throughout North Carolina.
- Co-developed and launched the state's inaugural HIV & Faith Ambassador Initiative, a statewide leadership development model engaging Black clergy and medical professionals.
- Led planning and implementation of statewide convenings strengthening collaboration between faith communities and healthcare systems, engaging 30+ cross-sector stakeholders.
- Directed communications strategy, stakeholder engagement, and program branding; supported grant-funded public health program operations and compliance reporting.

Congregational Consultant & Coach | The Center for Congregational Health 2020 – Present

- Through the Thriving in Ministry program, provide organizational development consultation to faith institutions navigating leadership transitions, equity integration, and conflict resolution.
- Develop governance policies, readiness plans, and crisis response frameworks; deliver technical assistance and executive coaching to faith-based institutional leaders.

Founder & Principal | MOSAIC-VISION Coaching and Consulting, LLC 2020 – Present

- Provide coaching and consulting services for individuals, organizations, and congregations, integrating Narrative Enneagram and presence-based coaching frameworks.

Quality Enhancement & ASCEND Peer Mentoring Coach | UNC-Greensboro 2016 – 2018

- Within the Department of Human Development & Family Studies, managed grant reporting, fiscal compliance, and quarterly performance evaluations in alignment with state and federal funding requirements.
- Established, coordinated, and executed Peer Mentoring Leadership Cohort learning experiences across institutions.

Regional RTT Training & Technical Assistance Specialist | Work Family Resource Center 2006 – 2016

- Managed project execution, grant administration, and program evaluation across 10 counties; advanced to senior regional leadership role based on performance.
- Coordinated grant-based initiatives, ensured fidelity of resources to prescribed goals and deliverables, and delivered professional development and quality-improvement technical assistance statewide.

MINISTRY LEADERSHIP

Associate Minister | Mount Carmel Baptist Church, Washington, D.C. 2025 – Present

Associate Minister | Temple Memorial Baptist Church 2009 – 2025

Ordained July 2019, Rowan Baptist Association; formerly affiliated with the General Baptist State Convention of North Carolina.

EDUCATION

D. Min. Duke University School of Divinity 2023

Dissertation: "The Munus Triplex: Pastoral Leadership Paradigm for HIV Prevention Ministry in the African American Context." Committee: Dr. Jan Holton (Thesis Advisor); Rev. Dr. Charolette Leach.

M.Div. Wake Forest University School of Divinity — Religious Leadership in Health 2020

M.S. Walden University — Early Childhood Studies and Adult Education 2012

B.S. North Carolina Central University — Human Development & Family Relations 2003

SCHOLARSHIP & PUBLICATIONS

- Wiggins-Banister, Tarsha L. "The Munus Triplex: Pastoral Leadership Paradigm for HIV Prevention Ministry in the African American Context." Doctoral dissertation, Duke University School of Divinity, July 2023.
- Contributor, Mathews, Allison, et al. "Developing an HIV and Faith Ambassador Program in North Carolina." Journal of Health Care for the Poor and Underserved, vol. 34, no. 3, August 2023, pp. 37–45.

Research focus: pastoral leadership, Black church engagement, public theology, congregational transformation, and faith-based approaches to public health and community wellness.

HONORS & AWARDS

- Baptist House Scholarship, Duke Divinity School, 2022
- Jack and Mary Lib Causey Scholarship, Cooperative Baptist Fellowship of North Carolina, 2021
- Addie Davis Award for Outstanding Leadership in Pastoral Ministry, Baptist Women in Ministry, 2020

PROFESSIONAL DEVELOPMENT & CERTIFICATIONS

- Certification in Teaching & Coaching the Narrative Enneagram, 2025
- Clinical Pastoral Education (CPE), Level I, UNC-Rex Hospital, 2019
- Congregational Consulting & Facilitation Endorsement, The Center for Congregational Health, 2019
- Cultural Competence Professional Development Facilitator Endorsement, Winston-Salem State University, 2014
- Presence-Based Coaching, 2012; Certified Life Coach, Life Coach Institute of Orange County, California, 2011

APPOINTMENTS & AFFILIATIONS

- National Alumni Council Member, Duke University School of Divinity, 2026 – Present
- Joint Advisory Committee, The Compelling Preaching Initiative, 2023 – Present
- Baptist Women in Ministry, 2018 – Present; Baptist Women in Ministry of North Carolina, Class of 2026
- Cooperative Baptist Fellowship, 2019 – Present
- Alpha Kappa Alpha Sorority, Inc., 2005 – Present
- NAACP, 2021 – Present

TEACHING EXPERIENCE

Adjunct Faculty | Durham Technical Community College, Child Development 2005 – 2006

- Taught Health, Safety, and Nutrition; Credentials I & II; and Infants, Toddlers, and Twos — undergraduate courses averaging 75 students per semester; prepared early educators for NC Credential Certification through NCDHHS.

REFERENCES

Available upon request.