

Makeba Lindsay D'Abreu, MDiv

✉ lindsaydam@vcu.edu | 📞 718-434-2226 | in/makebadabreu

EDUCATION

Ph.D., Education – Educational Leadership

Ant. Dec. 2025

Virginia Commonwealth University, Richmond, VA

- *Transformational leadership development and personalized leadership development experiences (LDX) among women of color and clergy*

Master of Divinity

May 2002

New York Theological Seminary, New York, NY

- *Biblical Hebrew and Nonprofit Management*

Bachelor of Arts in Biophysics

May 1990

Johns Hopkins University, Baltimore, MD

- *Equal responsibility: male prophylaxis and contraceptive buffer gels*

HONORS AND RECOGNITION

Southern Regional Education Board (SREB) – State Doctoral Scholars Fellowship Awardee, SREB

2023-2028

Dean’s Scholars Award, Virginia Commonwealth University

2023-2028

Holmes Scholar, American Association of Colleges for Teacher Education (AACTE)

2022-Present

LICENSING AND CERTIFICATIONS

- Myers-Briggs Type Indicator®
- Senior Professional in Human Resources (SPHR)
- Certified FranklinCovey Trainer
- CliftonStrength Coach Certification
- ATD Credentialed Master Trainer

Lindsay D'Abreu, M.

-
- Certificate of Ordination
 - AIDS Educator Certification
 - Parent Advocate Certification
 - Cultural Diversity

ACADEMIC EXPERIENCE

Guest Lecturer October 2010

VIRGINIA UNION UNIVERSITY, RICHMOND, VA

Introducing Topics of Sex and Sexuality in the Black Church, Black Sexuality and Religion.

Guest Instructor April 2002

NEW YORK THEOLOGICAL SEMINARY

Leading Successful Congregational Change.

Guest Lecturer July 2001

NEW YORK THEOLOGICAL SEMINARY

African American Pentecostal Worship and Culture, Pentecostal and Charismatic Movement

Guest Lecturer July 2000

NEW YORK THEOLOGICAL SEMINARY

Black Women and the Holiness Movement, History of the Holiness Movement

PROFESSIONAL EXPERIENCE

Founder, Principal Consultant & Trainer 1997 - Present

TARGET CONSULTING GROUP, RICHMOND, VA, US

Own and operate nonprofit management consultant firm. Provide skills-building training and capacity-building assistance. Serve as subject matter expert (SME), inclusive of program management, community relations, talent development, and train-the-trainer. Work with SMEs to design instruction. *Accomplishments:*

- Developed training program for nonprofits and faith-based organizations to pivot to virtual services and meetings
- Designed resource development instruction to include hands-on grantwriting lab, think tank, and grant review
- Developed best practices manual distributed throughout New York State based program evaluation data
- Created an internationally distributed leadership and community organizing workbook
- Built capacity of 40 hunger prevention programs: 30 expanded services and 7 gained independence from fiscal conduit

Equity and Belonging Program Manager/Senior Corporate Trainer

2017 – Present

MISSIONSQUARE RETIREMENT, RICHMOND, VA

Coach executive leaders, teams, and coaching circles. Oversee diversity program. Craft diversity-related responses to client requests for proposals (RFPs). Design and conduct interactive virtual, in-person, and asynchronous trainings. Plan, manage and implement innovative corporate-wide virtual events. Oversee corporate mentorship, onboarding, leadership development, and discrimination prevention training programs. Cyber Security Ambassador. *Accomplishments:*

- Developed a reputation as a strategic and innovative leader and consultant among internal business partners and executives
- Designed company “Living Equity and Belonging” conceptual framework
- Serve as subject matter expert on Developing gamified engagement, culture, and learning events
- Converted 80% training solutions to online and hybrid platforms within 1 year of hire and before COVID
- Designed executive team coaching model

Systems Application Trainer, Information Systems

2015- 2016

SOUTHERN STATES COOPERATIVE, RICHMOND, VA

Lindsay D'Abreu, M.

Designed technical instructional products for talent (ILT and electronic performance support systems). Developed change management materials. *Accomplishments:*

- Appointed Project Workstream Lead within 4 months of hire. Designed technical training activities for rollout
- Instituted instructional technologies, increasing hands-on accessibility to software and decreasing costs
- Assumed module principal eLearning developer. Developed interactive simulations and hands-on labs courses
- Designed and revamped 25 interactive technology-based courses within 8 months and ahead of tight deadline
- Collaborated with cross-functional team to develop technical policies and procedures and prepare reports

Contracting Officer, The Department of Procurement Services

2014

CITY OF RICHMOND, RICHMOND, US

DPS is the City of Richmond's centralized purchasing body. Hired as a seasonal employee to work closely with the business units and the Legal Department to create

new and update existing policies and procedures and analyze regulatory changes to determine the impact on policies and procedures and the business. *Accomplishments:*

- Developed interactive user policy manual and training and job aids
- Developed change competency and management process tools
- Development manual and evaluation tools

Director of Programs

2010 - 2012

THE BALM IN GILEAD, INC, RICHMOND, VA

An international capacity-building nonprofit. Managed Training, Organizational Development, Evaluation, and Behavioral Intervention Programs, 6 global health campaigns, and government contracts. Prepared multimillion-dollar budgets and reports. Planned projects, designed instruction, and conducted train-the-trainer, eLearning, and ILT. *Accomplishments:*

- Established eLearning programs, decreasing expenses by 32% and increasing learner engagement by 200%
- Outperformed program metrics; increased cross-functional team productivity within 9 months of hire

Lindsay D'Abreu, M.

- Co-chaired 10-member international cross-functional conference planning team
- Designed, in 4 hours, and conducted a 5-day mobilization instruction, successfully implemented in 7 countries
- Managed 15,000+ collaborative partnerships to develop new business and mobilize communities
- Advised on various public health projects and plans inclusive of the National HIV Strategic Plan

National Director Domestic HIV Programs

2006 -2008

THE BALM IN GILEAD, INC, RICHMOND, VA

Managed Training and Organizational Development Programs. Organized training and technical assistance conference, conducted over 35 training and hosted regional outreach events for 15,000 constituents, annually. Accomplishments:

- Designed community mobilization curriculum, later established as an evidence-based public health model by the CDC
- Advised NIH on Community Mobilization model and presented findings at a CDC Conference
- Developed adaptation curriculum and conducted webinars for the Tanzanian office to implement a high-impact public health strategy. The successful

implementation earned a visit from Former President George and First Lady Laura Bush

- Developed social marketing health campaigns later included in the CDC Clearinghouse
- Increased international executive clergy engagement by 200%, prompting an invitation to attend services with the Pope
- Increased new training business by 400%, within 6 months of hire, and learner outcomes by 45%

GRANTS & AWARDS

Southern Regional Education Board State Doctoral Scholars Fellowship Awardee
(\$20,000 & Fully funded graduate studies x 5 years)

2023

National Institute of Health /National Center for HIV, Viral Hepatitis, STDS and Tb Prevention Cooperative Agreement (\$5,000,000 over 5 years). *Capacity Building Assistance (CBA) HIV Prevention Services for Racial/Ethnic Minority Populations*
Makeba D'Abreu / Balm in Gilead, Inc.

2010

Lindsay D'Abreu, M.

- National Institute of Health /National Center for HIV, Viral Hepatitis, STDS and Tb Prevention Cooperative Agreement** (\$171,585). Makeba D'Abreu / Balm in Gilead, Inc. *Capacity Building Assistance (CBA) HIV Prevention Services for Racial/Ethnic Minority Populations* 2009
- Capacity Building Assistance (CBA) HIV Prevention Services for Racial/Ethnic Minority Populations Cooperative Agreement** (\$343,170). D'Abreu, Makeba / Balm in Gilead, Inc. *Capacity Building Assistance (CBA) HIV Prevention Services for Racial/Ethnic Minority Populations* 2008
- Capacity Building Assistance (CBA) HIV Prevention Services for Racial/Ethnic Minority Populations Cooperative Agreement** (\$515,939). Makeba D'Abreu / Balm in Gilead, Inc. *Capacity Building Assistance (CBA) HIV Prevention Services for Racial/Ethnic Minority Populations* 2007
- Ford Foundation** (\$5,000). Makeba D'Abreu / New York Theological Seminary. *Domestic Violence a Prevention Manual for Faith Leaders (Reprint)* 2000
- New York City Department of Education Community Empowerment Seed Grant** (\$3,000). Makeba D'Abreu and Wilma Gibbs. *Establishing community-level peer tutorial program.* 1985

PUBLICATIONS

REFEREED

- Frazier, R., Wilkerson, C., Cioffi, J., Simmons, P., **Lindsay D'Abreu, M.**, Racelis, T., Simmons, A., Yancey, M., Fierro, D., & Naff, D. (2023). *Administrator feedback to teachers*. Richmond, VA: Metropolitan Educational Research Consortium.
- Naff, D., Meadows, M., Dupre, K., Gaston, A., Khawaki, F., Tillery, C., **Lindsay D'Abreu, M.**, Powell, L., & Fierro, D. (2023). *Addressing school bullying since the onset of COVID-19*. Richmond, VA: Metropolitan Educational Research Consortium.

NONREFEREED

- D'Abreu, M.** (2009, September). "Grandparents Day." *The African American Online Lectionary*, www.theafricanamericanlectionary.org: The African American Pulpit.

Lindsay D'Abreu, M.

D'Abreu, M. (2008, December). "Moment 54, World AIDS Day/1st Sunday of Advent: 2 Samuel 21:1-14," *The African American Online Lectionary*, www.theafricanamericanlectionary.org: The African American Pulpit.

D'Abreu, M. (2008, October). *Community Mapping: A Community Development Approach to Address HIV/AIDS*. The Balm In Gilead, Inc.

D'Abreu, M. (2008, August). *Establishing an Effective HIV Ministry*. The Balm In Gilead, Inc.

D'Abreu, M. (2008, June) *Helpers for a Healing Community: A Pastoral Counseling Manual for HIV/AIDS Revised Edition 4*. The Balm In Gilead, Inc.

D'Abreu, M. (2008, May). *Peer Education Training: A Clergy Train-the-Trainer Manual*. The Balm In Gilead, Inc.

D'Abreu, M. (2008, March). *For the Healing of AIDS: 52 Week Church Bulletin Meditation*. The Balm In Gilead, Inc.

D'Abreu, M. (2007, June). *Our Church Lights The Way: The Black Church HIV Testing Campaign Toolkit*. The Balm In Gilead, Inc.

Contributing Author. (2005, March). *Morning and Evening in the Presence of the King: Meditations and Readings in the Gospel of Matthew*. ed. Emma Jordan Simpson. The Concord Baptist Church of Christ.

Contributing Author. (2004, December). *The Gospel According to Luke: Good News to the Poor*. ed. Emma Jordan Simpson. The Concord Baptist Church of Christ.

Contributing Author. (2004, March). *The Gospel According to Mark: A Lenten Devotional*. ed. Emma Jordan Simpson. The Concord Baptist Church of Christ.

Contributing Author. (2003, March). *Walking Through the Gospel of John: A Lenten Devotional*. ed. Emma Jordan Simpson. The Concord Baptist Church of Christ.

D'Abreu, M. (2003, January). *Faith-Based Leadership*. National Minority AIDS Council.

D'Abreu, M. (2001, March). *Facing the Challenges: Strategies for Church-based Hunger Prevention Programs*. New York: Federation Protestant Welfare Agencies, Inc.

PROFESSIONAL PRESENTATIONS

Lindsay D'Abreu, M.

REFEREED

D'Abreu, M. and Cioffi, J. (2023). Administrator Feedback to Teachers at Metropolitan Educational Research Consortium Summit (Richmond, VA).

Lindsay D'Abreu, M. (2023). Leadership Development Needs for African American Women in Vocational Ministry presented at Holmes Scholars AACTE Poster presetPreconference (Indianapolis, IN).

D'Abreu, M. and Stephens, B. (2012). Creating the S.P.A.C.E. (STI Preventing through Awareness, Capacity Building and Engagement) for Intimate Confersations on Sexuality. Poster presented at the 2012 National STD Prevention Conference (Minneapolis, MN).

D'Abreu, M. and Brown, V. A. (2012). Faith and Health: How the Balm In Gilead, the Florida Health Department and the African Methodist Episcopal (AME) Church Promoted HIV Testing. (Minneapolis, MN)

Lindsay D'Abreu, M. (2008). Mobilizing African American Denominations Paper presented at 2008 HIV Prevention Leadership Summit (Atlanta, GA).

Lindsay D'Abreu, M. (2007). HIV in the Context of the African American Church. Paper presented at Consultation on Research Initiatives: Testing and Counseling in the African-American Community at the Centers for Disease Control and Prevention's HIV Prevention Conference in (Atlanta, GA).

Lindsay D'Abreu, Makeba. (2006). Initiating HIV Testing in the Context of the African American Church. Paper presented at Consultation on Research Initiatives: Testing and Counseling in the African-American Community at National Institutes of Health (Atlanta, GA).

NONREFEREED

Lindsay D'Abreu, M. and Sanders, E. (2010). HIV and Faith. Paper presented at United States Conference on AIDS Policy Meeting, "HIV/AIDS in the African American Community – The Leadership Response," convened by G9 (a group of related national organizations serving African American elected officials).

Lindsay D'Abreu, M. (2008). Women on Top: Reclaiming our Sexuality and Spirituality. Presentation at Why Women Cry National Conference (Baltimore, MD).

Lindsay D'Abreu, M.

Lindsay D'Abreu, M. (2006). Addressing HIV and Sexual Wellness in the Church. Paper presented at United States Conference on AIDS. (San Diego, CA).

SERVICE AND LEADERSHIP

- Ordained Clergy, 2005 – Present
- President-Elect, AACTE Holmes Scholar, Virginia Commonwealth University DATE
- SREB – State Scholar Fellowship Awardee -DATE
- Associate of African American Clergy Women, Fall 2022-Present
- Richmonders Involved to Strengthen Our Communities (RISC), 2020-2022
- Youth Team Sports Involvement: Basketball Coach, Football Announcer and Chain Crew, Staging for National Karate Competitions
- Faith Mobilization Consultant, Caribbean HIV & AIDS Alliance (Aruba), 2012
- Sankofa Journey Research Delegate (Ghana and South Africa), Faith Partnership, Inc., Winter 2010
- Co-Chairperson, Brooklyn Regional Committee Faith Communities Project AIDS Institute, 2002 – 2006
- Spiritual Advisor, The Inner Strength Gospel Choir, 1994-1996
- Parent Advocate, Brooklyn Parents Advocacy Network, 1994
- Community Health Liaison, Operations Crossroads Africa (Ghana), 1989
- Medical Advocate – Baltimore Sexual Assault Recovery Center, 1985

PROFESSIONAL AFFILIATIONS

- International Coaching Federations 2024-Present
- Association of African American Women Clergy 2022-Present
- American Association of Colleges for Teacher Education (AACTE) 2022-Present
- AACTE Holmes Scholars Program 2022-Present put mrole
- Human Resources Certification Institute, 2021 - Present
- Society for Human Resource Management, 2017 - Present
- International Society for Technology in Education, 2016 - Present
- American for Talent Development, 2010 – Present