



## *PneuMatrix Jim Kitchens & Deborah Wright, Principals*

In 2011, Jim Kitchens and Deborah Wright formed PneuMatrix as a vehicle to build Adaptive Change Leadership capacity to Presbyteries and congregations as they face the challenges of post-Christendom. PneuMatrix Principals have been featured as the keynote speakers at the national NEXT Church Conference (2014) and were chosen to partner with the Presbyterian Foundation on a multi-year National Initiative Lilly Endowment Grant beginning in 2016.

**DEBORAH LONDON WRIGHT, Principal, PneuMatrix** Ordained by the PC(USA) in 1978, Deborah London Wright has specialized in adaptive change management, strategic planning, program development, and Positive Deviance implementation as a Corporate Chaplain. With degrees from Duke University and San Francisco Theological Seminary, she served as Associate Pastor of Calvary SF, was appointed to the Mayor's Task Force on Homelessness, was a Founder of the Patient Assistance Foundation (California Pacific Medical Center), a Trustee of the Presbyterian Foundation, adjunct faculty at SFTS, host of the KPIX-TV talk show Mosaic (CBS Affiliate), and Director of Major Gifts at SFTS. Following Ph.D. studies at the Graduate Theological Union, she formed **Avalon Enterprises**, a consultancy practice specializing in funds development, corporate chaplaincy, strategic planning, and project management for NGOs in religion, education, healthcare, film and video. She has several years' experience as a grant administrator and grant evaluator and has taught Adaptive Change Leadership, applying Positive Deviance Theory throughout her practice. Since 1989, clients have included The George Lucas Educational Foundation, Alvin H. Perlmutter Productions (NY), KERA-TV (Dallas PBS Affiliate), Google, The California Film Institute, the County of Marin (CA), Kaiser Permanente, the Presbyterian Church (USA), the Gerald P. Murphy Cancer Foundation, the Callaway Leadership Institute, and Kairos USA. Creating and implementing innovative business models for entrepreneurial non-profits has been the hallmark of Ms. Wright's career.

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