

Qualifications Summary

Experience as an Episcopal priest as a priest-in-charge of a pastoral-size, diverse, outreach and social justice oriented parish, learning to live in the post-Christendom church without a fixed building, exploring new liturgies, and challenging outgrown world-views; a rector of a complex, historic, traditional, large-program size congregation re-orienting themselves in transitional moments; interim and assistant rector of a large, suburban congregation; a commissioned officer in the US Army Corps of Engineers developing and leading large and small organizations of soldiers, civilian employees, and foreign nationals in the U.S. and overseas strategically managing the operations of multi-layered, multi-million dollar projects; and a professor developing the moral, mental, emotional, and physical characteristics of students seeking to become commissioned military officers resulting in a broad set of skills and experience particularly equipped to facilitate and lead communities to discern and implement their particular mission and ministry.

Professional Experience

Priest-in-Charge, St. Alban's Episcopal Church, Arlington, TX

2015-present

In mutual, cooperative ministry with the laity dreams, leads, guides, and journeys with the congregation of this open-and-affirming parish which took the risk of giving up the safety of a building and community to live out with integrity their values: all are welcome, all are valued, all means all.

- Integrated the Invite, Welcome, Connect ethos resulting in 180% increase in average Sunday attendance and 160% increase in pledged giving between 2015 to 2019,
- Collaboratively worked with four other parishes to develop a regional food pantry,
- Collaboratively worked with the University of Texas, Arlington to develop an on-campus free grocery distribution program for foreign students,
- Collaboratively worked with four other congregations to develop the Inclusive Faith Coalition, an ecumenical group advocating religious support for LGBTQ+ people in the Arlington area,
- Developed and facilitating a communal discernment process (*What's Next?: Discerning Communal Mission and Ministry*) resulting in the Main Street Initiative: a public/private funded (the Parish, City, University, private developers, and ECBF) downtown workforce housing new construction complex, which will include an integrated Episcopal Community.
- Facilitating nine other diocesan parishes in implementing their own communal discernment processes using the *What's Next?* strategies.
- In cooperation with the diocesan communications and evangelism team envisioned and implemented the "God Doesn't Hate; God Loves All" evangelism initiative, a forward thinking, post-Christendom approach to promote healing for those who've been shamed by the church, directly countering the narrative of "Christian" purity and judgement.

Rector, St. Peter's Episcopal Church, Washington, NC

2007-2015

In mutual, cooperative ministry with the laity envisions, leads, guides, and journeys with the congregation of this historic, complex, large-program sized parish towards a fuller understanding of God; oversaw the strategic and day to day operations of service, worship, education, evangelism, pastoral care, and stewardship.

- Developed and incorporated a new Spanish speaking congregation into the life of this historically Anglo parish,
- Developed a regional Toys 4 Tots distribution center and co-founded a regional shelter for domestic violence victims,
- Facilitated congregational healing following the departure of sixty active members, \$60,000, and the subsequent sudden departure of the twenty-year rector,
- During a national recession, increased pledge income from \$440,000 to \$565,000, ASA by 18%, and membership by 10%, resulting in increased ministry, internally and externally, especially outreach, youth, and children,
- Served as the chaplain of the National Liturgical Arts Conference, Kanuga Conference Center, NC,
- Oversaw installation of a new organ and renovation of all the stained glass windows, to include capital and endowment fundraising.

Interim and Assistant Rector, St. Francis Episcopal Church, San Antonio, TX

2003-2007

Anticipated congregational needs; planned, developed, implemented, and sustained programs of Christian Formation, Pastoral Care, and Outreach to serve this growing, diverse program-sized parish located in a metropolitan region.

- Implemented and supervised a training and development program resulting in licensed Lay Chaplains increasing from 12 to 33, thus providing a broader and more effective pastoral care ministry,
- Restructured and marketed Vacation Bible School resulting in 150% increase in enrollment with over 50% of attendees coming from outside the parish membership,
- Developed and initiated the implementation of a five-year strategic plan for Christian Formation to include Godly Play, an adult School for Christian Living, and multi-tiered Sunday school offerings,
- Adult Sunday school increased in average attendance from 12% to 33% of the adult average Sunday worship attendance; children's Sunday school average attendance increased by 60%,

- Designed and implemented a course of instruction for parish leadership and new members resulting in raising the congregation's sensitivity to the issues of living in a multi-cultural world, allowing the congregation to become more hospitable to newcomers, resulting in an increased economic and ethnic diversity of membership,
- Developed a church and secular non-profit partnership to provide social services to the surrounding low-income neighborhood focusing on medical, tutoring, children's mentoring, and job skill development.

Seminarian, The Episcopal Seminary of Virginia, Alexandria, VA **2000-2003**
 Field Education Training: St. Paul's Episcopal Church, Washington, DC, a corporate sized, Anglo-Catholic parish with a strong emphasis on traditional sacramental liturgy and music; Church of the Nativity, Camp Springs, MD, a pastoral sized, liturgically broad parish with a strong emphasis on pastoral care.

Assistant Professor, Texas State University, San Marcos, TX **1997-2000**
 Planned and developed marketing strategies to recruit and retain high quality cadets, supervised all administrative, human resource, and budget functions. Developed curriculum, taught, and counseled college freshmen.

Senior Manager, Army Engineer Readiness Team, Huntsville, AL **1995-1997**
 Supervised and coordinated the assessment and improvement of the combat and mobilization readiness of all Army Reserve and National Guard engineer units in Tennessee, Alabama, and Mississippi (5750 soldiers); planned and coordinated local Department of Defense support for the Federal Emergency Management Agency's (FEMA) disaster relief operations.

Senior Engineer, Army Engineer Construction Co., Panama, El Salvador, Kuwait, and Saudi Arabia **1989-1995**
 Commanded a 197 soldier, forward-deployed civil engineering company with construction missions throughout Central and South America; supervised all engineering design, operational, logistic, and administrative functions to construct roads, underwater seaport structures, and drill freshwater wells in remote, austere environments; worked with Central and South American provincial peoples and local and national political leaders to facilitate and manage operations; oversaw logistics operations for \$4.5 million dollar joint services public infrastructure projects.

Education and Training

- Master's in Divinity, The Episcopal Seminary of Virginia, Alexandria, VA
- BA in English, The University of Texas, Austin, TX
- Certificate in Coaching for Clergy (in-process)
- The Cooperative College of Congregational Development, Province IV
- Clinical Pastoral Education - Two Units
- Certificate in Spiritual Direction
- Education for Ministry (EFM) Mentor
- College of Preachers, Washington, D.C.
- Combined Arms Staff Services School, Engineer Officers Advanced Course (Honor Graduate), Engineer Officers Basic Course (Honor Graduate), US Army Officer Candidate School (Distinguished Graduate)

Published Work and Other Information

What's Next: Discerning Communal Mission and Ministry: A facilitated training course to guide parish communities in discerning and implementing communal mission and ministry: [What's Next Introduction](#)

Evangelism Initiatives: <https://godlovesall.info> ; <https://www.episcopalnewsservice.org/2019/12/06/diocese-of-fort-worth-evangelism-campaign-seeks-out-those-wounded-by-the-church/>

Liturgy and Sermons: [Easter4A2020](#) , [Easter7A2020](#) , [Lent3A2020](#) , [Teilhard's Mass on the World](#)

Scattered Gifts: On the Road to Santiago: [Scattered Gifts Book](#)

Race and Racism: [Becoming Mark 12:31](#)

Church on Stage and in Community: <https://youtu.be/T8KR6OY0e5w>

Episcopal Church Building Fund launches initiative in Arlington, Texas: <https://www.episcopalnewsservice.org/pressreleases/episcopal-church-building-fund-launches-initiative-in-arlington-texas/>

Campus Food Ministries Come in all Sizes: <https://www.episcopalnewsservice.org/2019/02/19/campus-food-ministries-come-in-all-serving-sizes/>

Hearing on Church Planters...: <https://www.episcopalnewsservice.org/2018/07/06/hearing-on-church-planting-fosters-wide-ranging-discussion-on-evangelisms-cutting-edge/>

St. A's at UT Arlington, partnering with the International Student Organization: <https://vimeo.com/371465803>

Strategically Helping Churches to Grow: [An interview with TEC's Church Plant Officer](#):