

Thomas James Brown

MINISTRY OBJECTIVES

To lead a community of faith in the shape of Jesus Christ's life, crucifixion, resurrection, and ascension; to engage God's mission as a chief pastor of disciples who make disciples of Jesus Christ.

EDUCATION & ORDINATION

Ordination to Priesthood, Diocese of Western Michigan, 18 January 1998

Master of Divinity, The Church Divinity School of the Pacific, 1997

Bachelor of Science, Western Michigan University, 1988

SUMMARY OF QUALIFICATIONS & MINISTRY SPECIALTIES

- Twenty-one years of recognized leadership with special emphasis on liturgy and preaching
- Outstanding reputation for pastoral faithfulness which combines a lively faith in Jesus Christ, commitment to servant leadership, collegial relationships among parishioners, elected leaders, and staff
- Recruit and empower lay leaders who embrace "mission" in the broad-strokes given in the Gospel with the specific goals and objectives articulated through annual vestry planning sessions, and weekly staff meetings
- Admired for my enthusiasm in sharing the good news of Christ and for growing the Episcopal Church
- Committed to ministering to people who hold diverse views about Christianity and the Episcopal Church
- Servant leader who strives for justice among all people and who continues to address white privilege, dismantle racism, and work for the full inclusion of LGBTQ people in the Body of Christ.

Ministry in the Parish and Academy

Rector, The Parish of the Epiphany, Winchester, Massachusetts

since August 2009

Suburban parish five+ miles from Boston with 280+ average Sunday attendance, and a reputation for stellar mission and outreach, as well as adult formation, based upon progressive theology and reasonably traditional liturgy and music.

Liturgy and Preaching

- ✘ Preach pastoral sermons emphasizing spiritual development and Christian discipleship
- ✘ Introduced widely-embraced practice of lay-led healing and laying on of hands concurrent with the administration of Holy Communion
- ✘ Introduced vergers who are chiefly responsible for executing our Sunday worship
- ✘ Led a complete overhaul of our worship leaflet to attract and retain newcomers.

Stewardship and congregational development

- ✘ Chief leader of a \$2,200,000 capital campaign in which 30% of our funds were raised to support mission for the Diocese of Massachusetts, and for which 10% was given to mission that is deeply part of our parish's life—a parish in Boston's South End and El Hogar, a school and orphanage in Tegucigalpa, Honduras
- ✘ 15% increase in attendance in the first year; 11% overall in 5 years.
- ✘ Significant expansion of lay led pastoral care (from two programs to six)

✘ In 2019 goal is to have 75% of the parish's membership engaged in some aspect of global mission (Honduras, Holy Land, Rwanda, or Haiti). We are currently at 62% of our households.

Administration and communication

✘ Administer a budget of \$1,000,000; supervise a team of eight (8) colleagues, including an associate rector, a director of music and organist, a director of faith formation, two administrators, and two sextons, and a youth minister.

✘ Led a strategic plan to clarify 5-7 year plan for growth and ministry

Rector, Saint Michael Episcopal Church, Brattleboro, Vermont

2000-2009

Small town (12,000) parish who were ready to grow when I arrived. Our ministry was the kind of match that we all long for between priests and congregations; they taught me how to be a priest.

Liturgy and Preaching

✘ Planned and designed exemplary liturgy which combined a traditional theology of the primacy of Holy Baptism and Holy Eucharist, conservative and classic aesthetics in vestments and sensibility, within a set of principles resulting in both innovative and eclectic musical and non-musical expressions of the beauty of holiness

Stewardship and congregational development

✘ Proven success in church growth: led transition from pastoral-sized to program-sized congregation

✘ Initiated a welcoming and evangelism program resulting in a 60% increase in Sunday attendance

✘ Completely revamped the stewardship ministry from a send-a-letter-in October-campaign to a year-round program of stewardship-centered theology and practice

✘ Successfully introduced (and secured vestry funding) for the Montessori-based children's formation program, Godly Play

✘ Started two youth groups

✘ Created mission and outreach team who led a 50% balance global and national mission initiatives

✘ 38% of the parish's membership were direct-service missionaries for some kind of on-site Katrina relief work in New Orleans or the Mississippi Gulf Coast, or El Salvador, or sub-Saharan Africa

Administration and communication

✘ Supervised a team of five (5) lay and ordained colleagues, including a deacon.

✘ Completely reorganized the financial and accounting procedures to comply with national and diocesan standards; oversight of \$330,000 annual budget.

✘ Appointed committees to update parish by-laws, nominating policies; best practices; media and electronic communications

✘ Restructured the management of our invested funds; established a \$1.6 million endowment

Director of Alumni/ae & Church Relations

The Church Divinity School of the Pacific, Berkeley, California

1997-2000

✘ Responsible for strengthening commitment of 1500+ alumni/ae; raised \$500,000 annually

✘ Preacher and teacher in parishes and diocesan conventions throughout the western United States

✘ Built community from disparate groups and constituencies

✘ Supervised three paid staff; 15 volunteers; managed a \$275,000 budget

Priest Associate

Church of Saint John the Evangelist, San Francisco, California

1997-2000

A small parish in the Mission District of San Francisco committed to its neighborhood—in all its changing contexts—I was the “junior curate” and more than any other community St. John’s is the place where I learned how to administer the sacraments, and to receive and respond to feedback.

Leadership in the General Church

Chair of the Board of Trustees, The Church Pension Group, New York, New York since summer 2018
Elected by 24 peers to convene the fiduciary and strategic work of the Board of Trustees.

Trustee, The Church Pension Group, New York, New York since 2009
Elected by the General Convention in 2009, and again in 2015, as one of 25 overseers of this \$14 billion company. The Pension Group provides lay and clergy pensions, property and casualty insurance, life insurance, medical trust, and owns Church Publishing, Inc., the denomination’s official publisher.

Member, Standing Commission on Structure of the Church 2006-2009
Appointed by the President of the House of Deputies, members work to develop policies to improve and strengthen the structures of the Episcopal Church, General Convention, and the Commissions, Committees, Agencies, and Boards charged to fulfill its mission.

Secretary, Joint Nominating Committee for the Election of the Presiding Bishop 2003-2006
Elected at General Convention in 2003 to work with 28 other priests, bishops, and laypersons; developed a profile, administered all the correspondence, and managed the nomination and screening processes which resulted in the election of Katharine Jefferts Schori as 26th Presiding Bishop and Primate.

Deputy, General Convention (2003, 2006, 2009, 2015, 2018)

Reader, General Ordination Examination (2000-2008)

Leadership in the Diocese of Massachusetts

Member & Treasurer, Board of Trustees, Bethany House of Prayer 2015-present
Active in the oversight of a separately incorporated retreat and prayer center in Arlington Heights, Massachusetts. Bethany House of Prayer provides space for spiritual directors to practice, and their staff are available to lead retreats. The House is on the campus with the Sisters of Saint Anne-Bethany, women religious.

Member, Bishop’s Celebration Committee 2013-2014
Working with 6 other lay and ordained leaders to plan the diocesan bishop’s retirement celebration in which we are engaging every parish and faith community in the diocese to plan an event to serve the poor in Bishop Shaw’s honor, and to be present at a diocesan-wide picnic and Eucharist on 21 June 2014.

Chair, Comprehensive Campaign Committee 2010-2012
Led a committee of 18 clergy and lay leaders to create and to communicate the policies for a diocesan-wide \$20 million campaign to raise money for mission (mostly congregational development), for our diocesan camp and conference center, and for our cathedral in Boston.

Leadership in the Diocese of Vermont

- Diocesan Ecumenical Officer, The Diocese of Vermont, Burlington* 2006-2009
Represented the bishop in the diocese's commitment to ongoing ecumenical and interfaith partnerships within Vermont and throughout New England
- Member, Cathedral Chapter* 2006-2009
Appointed by the Bishop of Vermont, members of the Chapter advise the Cathedral's Dean & Rector in program matters and the Cathedral's strategic mission.
- Member, Commission on Ministry* 2001-2007

OTHER PROFESSIONAL EXPERIENCE

- Director of Education, Planned Parenthood of South Central Michigan, Kalamazoo, Michigan 1990-1994
Teacher, Plainwell High School, Plainwell, Michigan 1992-1993

TRAINING & CERTIFICATES

- Safe Church refresher course, 2017
- Clergy Renewal, Education, Discernment Opportunity (CREDO), 2001.
- Undoing Racism, Chicago, Illinois, 2006.
- Pastoral Sexual Misconduct Prevention Training, Pastoral Center for Abuse Prevention, Berkeley, California, 2004.

PRESENTATIONS

- Lecturer, Adult Forum, Trinity Church in the City of Boston, June 2018
- Keynote speaker, Stewardship for a Cathedral, St. Paul's Cathedral, Valletta, Malta, November 2017
- Speaker, Retired Clergy Association in the Diocese of Massachusetts, October 2016
- Trainer, Anti-racism workshop, ecumenical and interfaith clergy associations for the Commonwealth of Massachusetts, Boston, 2015.
- Presenter, Diocesan Resource Day: *Planning Worship in Times of Trauma and Lament*, Boston, 2013.
- Keynote speaker, *Undoing Calvinism: How Anglicanism might help you* for the Presbytery of Lake Michigan, Kalamazoo, Michigan, 2012.
- Retreat leader, *Kindle a Flame of Sacred Love* a diocesan retreat for the Diocese of Mississippi, August 2007.
- Keynote speaker, *The Road to Santiago* for various local churches in the fall of 2006 and winter of 2007.
- Presenter, *All about General Convention post-convention lectures/discussions held in Vermont*, 2006 and 2015
- Leader, *Doing a long-range plan for ministry* a two-day vestry retreat for Holy Trinity, Pawling, New York, 2005.

REFERENCES

Furnished upon request