

# REV. RICK H. BLYTHE

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## PROFESSIONAL PROFILE - PASTOR / COUNSELOR

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- Seasoned leader with 48 years of Church and Ministry experience providing strategic leadership direction and consultative services to individuals, and faith-based organizations
- Skilled in philanthropic fundraising, operations, and talent management – focused on providing organization-wide support
- Capacity to create motivational, collaborative, and supportive work environments, managing talent base and ensuring effectiveness, efficiency, and overall success
- Passionate big picture manager whose versatility, creative talents and business acumen ensure community building and teamwork
- Focused, thoughtful servant leader who invokes transformative leadership strategies to develop and empower employees
- Proven success in delivering optimal outcomes and transforming individuals and organizations in crisis

### Areas of Expertise

- Individual & Team Development
- Organizational Redesign
- Counseling & Mediation
- Strategic Planning
- Program Management
- Facilitation

**StrengthsFinder 2.0 Profile** - Arranger, Belief, Woo, Positivity, Responsibility

**Birkman Profile** - Delegative Management, Knowledge Specialist, Social Service

**DiSC Profile** - High I - Initiator, Visionary

## PROFESSIONAL EXPERIENCE

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### Encouraging God's Servants (E.G.S.)

1998 - present

#### *President, Founder*

- Founded non-denominational Non-Profit 501 (c)(3) faith based ministry that has established its primary focus as providing comfort, affirmation, and encouragement for God's Servants
- Provides funding and support for Pastors, Individuals and Families
- Focuses include: Benevolence, Counseling, Training, Educational Services, & Transitional Leadership
- Ongoing partnerships with "Character That Counts" and "Teaching God's Infinite Wisdom" provide a synergistic relationship of support, furthering the reach of all organizations
- Consulting and workshops with churches and individuals
- Aligning as a large portion of the E.G.S scope is Transitional Leadership, in which the Pastor's role is to provide senior level leadership in the absence of a Pastor, while helping the church heal, rebuild itself, and prepare for the arrival of a new Pastor

### E.G.S. Transitional Pastor Experience

#### **Transitional Senior Pastor - *Compass Community Church, Apopka, FL***

2014-2019

- Focus:
  - Provide leadership, preaching, and encouragement during the pastor search process
- Results:
  - Church bylaws/constitution rewritten and adopted to reflect church's preference for a Biblical leadership style
  - Established ministry internship opportunities
  - Experimented with agricultural development as possible future church strategy (Heart Village, Lake Wales, FL)
  - Successful senior pastor transition

#### **Interim Senior Pastor - *South Orlando Baptist Church, Orlando, FL***

2013-2014

- Focus:
  - Provide leadership, preaching, and staff encouragement during the pastor search process
- Results:
  - Successful full time pastor transition and retained healthy congregation

**Transitional Senior Pastor - Parkwood Baptist Church, Jacksonville, FL** 2009 - 2011

- Focus:
  - Stabilize declining membership, create action plan for church budget, facility management, and staff reorganization
- Results:
  - Defined needs of church and adopted new leadership guidelines by working with focus groups and committees, leading to membership increases, creation of an additional church service, and new children and youth programs
  - Worked with local residents and church members to establish a shared facility partnership with an Ethiopian church, and established a multi-family residential community outreach program

**Transitional Senior Pastor - Downtown Baptist Church, Orlando, FL** 2007 - 2009

- Focus:
  - Provide existing building updates and reverse declining budget and membership
- Results:
  - Established new leadership development and accountability structure, which resulted in the creation of new paid staff positions, improved member relations, and allowed for \$400k in building repairs to be completed

**Transitional Senior Pastor - First Baptist Church, Lake Placid, FL** 2005 - 2007

- Focus:
  - Determine and resolve the causes of a major internal conflict within the membership
- Results:
  - Stabilized internal rift by addressing communication issues, leading focus groups, and guiding membership through a program to reestablish overall church by-laws and expectations
  - Reestablished community and youth outreach programs, developed Chaplain program with local high school football team, and established AA support group and provided teaching
  - Oversaw the creation of new basketball court and recreation area, as well as facility upgrades for the preschool program

**Transitional Senior Pastor - First Baptist Church, Sanford, FL** 2000 - 2005

- Focus:
  - Create a plan of action to eliminate a sizable church debt and increase community outreach
- Results:
  - Managed multi-committee task force in the creation and implementation of financial plan which achieved its goal of paying off the full \$1,000,000 debt
  - Worked with committees and membership to implement reoccurring community garage sale give away, established Sunday feeding and Bible teaching program for homeless, and started multi-denomination 4 church community thanksgiving effort, and started Spanish speaking church on site

**Interim Single Adult Pastor - First Baptist Church, Orlando, FL** 1999 - 2000

- Focus:
  - Maintaining current programs & activities, while preparing for full time staff member's arrival
- Results:
  - Successful full-time staff member transition

PASTORAL EXPERIENCE

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**Senior Pastor - First Baptist Church, Winter Park, FL** 1993 - 1999

- Presided over congregation of 3,100 with an annual budget of \$2.5 million and 43 full time staff members
- Brought on to follow a 20-year pastor, with the expectation of bringing a new leadership style for the church, ultimately leading to a growth in membership, revenues, and outreach
- Adopted International focus through off-site mission work, hosting on-site missionaries and missions conference, 20 agencies, all around world, hosted annually, and established 2 Mission churches

- Improved organizational effectiveness and revenue through the establishment of an operational budget and financial accountability procedures and committee, creating additional professional staff in youth, singles, administration, and education departments
- Worked with multi-committee task force to complete sanctuary renovation
- Developed school and parent outreach programs, 24-hour prayer ministry and dedicated prayer room onsite, active kitchen outreach for community

**Senior Pastor - First Baptist Church, Jacksonville Beach, FL** 1989 - 1993

- Presided over congregation of 2,400 with an annual budget of \$900,000 and 16 full time staff members
- Worked directly with local Fletcher High School to create an outreach program with the football team
- Led a post-arson re-establishment campaign to rebuild a large portion of the church, including construction work, adding building space, and phasing temporary office relocation
- Developed school and parent outreach programs, an active kitchen outreach for community, youth outreach programs, and established Beaches Benevolence Association targeting the homeless

**Senior Pastor - Mount Harmony Baptist Church, Matthews, NC** 1986 - 1989

- Presided over congregation of 800 with an annual budget of \$285,000 and 6 full time staff members
- Planned and implemented "Expect a Miracle" building campaign raising \$845,000 which funded construction of a new education wing, paved parking lot, and existing sanctuary expansion
- Worked with membership to develop a long-range master site plan, in addition to upgrading softball fields, food service, and onsite park and recreational areas
- Encouraged the growth of a state champion and national competitor softball team member program, youth outreach and senior adult trip programs

#### YOUTH LEADERSHIP EXPERIENCE

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**Assistant Minister of Youth & Discipleship - Carmel Baptist Church, Charlotte, NC** 1985 - 1986

- Managed youth camps and conferences, oversaw volunteer teachers and staff, and established prayer room and ministry, reported to Associate Pastor
- Served as curriculum designer and teacher for single adult activities, retreats, Bible studies, new member orientation, educational classes, and developed and conducted 2 staff retreats a year

**Assistant Minister to Youth Education - First Baptist Church, Orlando, FL** 1978 - 1985

- Oversaw volunteer staff of 70 adults, lead weekly meetings, seminars, and training sessions, reported to Minister of Education
- Established annual camp program, which grew from 100 middle, high school and college students the first year to over 600 in an eight year time span
- Developed and managed intern program which included summer and year round interns, designed curriculum and courses, personal profiles, leading to 40 interns entering seminary as a result

**Assistant Youth Minister - Sagamore Hill Baptist Church, Fort Worth, TX** 1977 - 1978

- Worked with middle school kids and teachers, conducting "lock-ins" and retreats, developed "Camp Saggy" as an option for at risk students to have access to church teachings, reported to Youth Minister

**Assistant Minister with Youth & Christian Life Center - First Baptist Church, Tallahassee, FL** 1976 - 1977

- Oversaw sports and weight lifting programs, for middle school kids, managed a three-school after school program for 150 students, reported to Youth Minister

**Area Representative - Young Life, Naples, FL** 1976

- Established a Region working with adult committee to create and fund program, coordinated annual banquet
- Led weekly club activities and campus visitation, reported to State Director and local board

**Camp Leadership - Fellowship of Christian Athletes, Tallahassee, FL** 1974 - 1975

- Established Adult and High School FCA Chapters, lead small group "huddle" Bible studies, and provided summer camp leadership
- Directly interfaced with Florida State Football team and other interested students to create a working relationship between the school, athletic programs, and local FCA Chapter

#### TEACHING & COUNSELING EXPERIENCE

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<b>Chaplain</b> <i>Dr. Phillips High School Football Team, Orlando, FL</i>	2008
<b>Chaplain / Receiver's Coach</b> <i>Lake Placid High School Football Team, Orlando, FL</i>	2006 - 2007
<b>Adjunct Faculty, Old Testament Intensive – Hosea OT 409</b> <i>Baptist College of Florida, Graceville, FL</i>	2001
<ul style="list-style-type: none"> <li>• Devised and implemented curriculum, while encouraging critical and creative thought processes</li> <li>• Coursework included Old Testament book study</li> <li>• Responsible for the instruction of 10 undergraduate students</li> </ul>	
<b>Instructor, Pulpit Evangelism PA 315</b> <i>Luther Rice Seminary, Lithonia, GA</i>	1993
<ul style="list-style-type: none"> <li>• Coursework focused on fundamentals of preaching, research, developing personal delivery style</li> <li>• Responsible for the instruction of 15 undergraduate students</li> </ul>	
<b>Instructor, Pastoral Leadership PA 301-1</b> <i>Luther Rice Seminary, Lithonia, GA</i>	1992
<ul style="list-style-type: none"> <li>• Coursework focused on general role of leadership and how pastors focus on people's needs</li> <li>• Responsible for the instruction of 15 undergraduate students</li> </ul>	
<b>Counselor / Supervisor</b> <i>Billy Graham Crusade, Orlando, FL</i>	1983

#### COMMITTEE EXPERIENCE

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<b>State Board of Missions – Florida Baptist, Budget Committee Member</b>	1997 - 2000
<ul style="list-style-type: none"> <li>• Managed State of Florida's budget as well as developed an annual strategy, 3yr term</li> </ul>	
<b>Greater Orlando Baptist Association, Prayer Committee Member, Orlando, FL</b>	1997 - 1998
<ul style="list-style-type: none"> <li>• Coordinated speakers and activities with local church representatives</li> </ul>	
<b>Greater Orlando Baptist Association, Personnel Committee Member, Orlando, FL</b>	1996 - 1998
<ul style="list-style-type: none"> <li>• Oversaw Planning for Budget and New Hires</li> </ul>	
<b>Bailey Smith Crusade, Executive Committee Member, Jacksonville, FL</b>	1991
<ul style="list-style-type: none"> <li>• Worked on Overall Strategy for Youth activities</li> </ul>	

#### EDUCATION, SKILLS AND PROFESSIONAL CERTIFICATIONS

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<b>Doctor of Ministry Candidate – New Orleans Baptist Theological Seminary, New Orleans, LA</b>	2000 - Present
<b>Master of Divinity – New Orleans Baptist Theological Seminary, New Orleans, LA</b>	1987
<b>Ordination – First Baptist Church, Orlando, FL</b>	1980
<b>Master of Religious Education – Southwestern Baptist Theological Seminary, Fort Worth, TX</b>	1979
<b>Bachelor of Science – Florida State University, Tallahassee, FL</b>	1976

#### Skills and Certifications

- Proficient in Microsoft Office Applications
- Third Party Conflict Resolution – Certification, Leader Care Program
- Personal & Professional Growth Course – Lifeway Ministries, Leader Care Program
- Transitional Pastor Training Workshop – Lifeway Ministries
- Certified in F.A.I.T.H. Sunday School Evangelism Strategy
- Advanced F.A.I.T.H. Training
- Certificate of Endorsement, Vocational Evangelism – North American Mission Board
- Evangelism Explosion Training

#### SEMINAR, CONFERENCE & MISSION TRIP TRAINING

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<b>Institute for Biblical Preaching – Essentials of Biblical Leadership</b>	1998
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<b>Institute for Biblical Preaching</b> - Essentials of Expository Preaching	1998
<b>Mission Trip</b> - Brazil	1997
<b>Destination 2000 Seminar</b> - God's Global Plan Woven Throughout Scripture	1997
<b>Perspectives on World Christian Movement</b> - U.S Center for World Missions	1997
<b>Promise Keeper Clergy Conference</b>	1996
<b>Crown Ministry Financial Seminar</b>	1996
<b>Mission Trip</b> - South Africa	1995
<b>Precepts Ministry Workshop</b> - Inductive Bible Study	1995, 1996
<b>Creative Access Network</b> - Foreign Mission Board	1995, 1996
<b>World Thrust Seminar</b>	1994
<b>Shepard's Conference</b>	1984
<b>Mission Trip</b> - Israel	1984
<b>Mission Trip</b> - Ecuador	1979

#### AWARDS & DISTINCTIONS

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<b>Conference Speaker</b>	1980 - Present
<ul style="list-style-type: none"> <li>National FCA Conference, Tennessee State FCA, Furman University FCA, Florida Beach Reach, Youth Camps in TX, TN, NC, Leadership Conferences in TX, TN, NC, FL</li> </ul>	
<b>Scholarship Athlete - Football</b> - <i>Florida State University</i>	1971 - 1976
<b>Pi Kappa Alpha Fraternity</b>	1971 - 1976
<b>Phi Epsilon Kappa</b> - <i>Physical Education Leadership Fraternity</i>	1976
<b>Gold Key</b> - <i>Florida State University</i>	1975

References Available Upon Request