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**DR. JOHN C. MRAZEK III**

***Fully Devoted Follower of Christ - Strategic Planning & Analyst – Multi-Site Operations - Strategic Alliances - New Ministry Development – Shepherd, Coach & Mentor***

 ***Project & Portfolio Completion - Finance & Budgeting – PhD in Org Development & Leadership - Innovator & Team Oriented - Organizational Design, Development. & Improvement***

Qualifications Overview:

* Focused ministry professional who completes projects and strives for excellence in all tasks.
* Determines critical success factors and goals using a “Balanced Score Card” approach and other strategic planning tools.
* Innovative thinker with a firm grasp of the “big picture” who works through others to accomplish strategic initiatives.
* Players/coach who excels at evaluating volunteers gifts and skills and insures they are properly placed where they make the best possible impact
* High-energy and upbeat shepherd who carefully balances staff needs while challenging them to excellence
* Proven analyst who addresses and communicates risks with appropriate focus and grace and accurately assesses performance and the critical path to success.
* Diverse relationship builder who builds strategic alliances with other experts to accomplish business goals and build community.
* Flexible servant oriented leader who creatively utilizes resources and volunteers to get the job done and build the Church.
* Conscientious financial analyst with extensive knowledge of budgets, forecasting, financial accountability, and current financial tools and practices.
* Experienced personnel generalist leading staff as an executive, manager, counselor, and friend.

**SUMMARY**

**Spiritual Gifts**

Leadership, Administrative, and Teaching

**Teaching Example:** <https://youtu.be/pIeKNQVyL0Y> (starting at 26:00)

**MBTI Score**

ENTJ

**Top 5 Strength Finders Scores**

Strategic, Arranger, Belief, Responsible, Individualism

**Administrator**

**Catalyst**

**Mentor**

**Minister**

**Overseer**

Fully Devoted Follower of Christ and experienced leader with over 24 years of accumulated Community Church experience as a volunteer/leader, 6+ years of direct ministry experience. A passion for finding lost people and discipling believers, a desire to build God’s Church and further the cause of Christ, with expertise in Church, “For Profit”, and “Non-For-Profit” environments, utilizing diverse organizational and managerial competencies. Successful in applying analytics in nontraditional project, ministry, and business roles. Demonstrated expertise in leading Children’s, Gen-X, Adult, and Youth disciple and community groups and ministries, promoting ministry continuity, ministry operations, financial planning, reporting and analysis, strategic planning, and ministry process improvement.

**LIFE VERSE**

*2nd Corinthians 5:17 (NIV)
”Therefore, if anyone is in Christ, he is a new creation; the old has gone, and the new has come!”*

I chose this verse because of the hope it represents and the promise of renewal that I claim daily. This verse also summarizes for me that Christ is the only path to salvation provided by God the Father. I once was lost, but now am found and because of the saving grace of my Lord and Savior, Jesus Christ, I am a new person and the old me and my mistakes are now washed away. Now I want to spend the rest of my life serving Christ’s Church as it finds lost people, introduces them to Jesus, and helps them become a little more like Him every day.

**PERSONAL GROWTH MILESTONES**

-Began Attending Willow Creek Community Church (WCCC), Barrington IL, **FALL, 1983**-Accepted Christ as personal savior **SPRING 1984**-Baptized as an adult **SUMMER 1984**-Married to Connie Marie Relos **May 1985**-Birth of Emily Marie Mrazek **January 1987**-Birth of Molly Elizabeth Mrazek **August 1989**-Birth of Abigail May Mrazek **January 1993**-Created & defended a master thesis on “Managing Gen X & Y” **SUMMER 1999**-Taught Masters level college courses and led bible studies for students
-Published articles in trade magazines about leadership & financial planning tools
-Presenter at industry conferences at U of Mich. and Middle Tennessee State U.

- Published an article in Church Executive about Bond Issues vs. Capital Camp. **2011**

-Successfully completed a $860k Capital Campaign & $4.5m Bond Issue **2010 & 2011**

-Served as an interim Lead Pastor to protect a church in transition **2012 & 2013**

-Completed a PhD in Organizational Development & Leadership **July 2015**

-Created a career education and transitional program for recovering addicts **2013 - 2016**

**FUTURE GROWTH PLANS**

* Attain PMP certification to better manage projects and programs
* Attain a BA in Theology or Ministry
* Continue to attend leadership conferences like:
 \* Willow Creek Community Church’s annual Leadership Summit
 \* XPastor.Org leadership conference

**EXECUTIVE PASTOR QUALIFICATIONS**

**Mentor/Development Examples:**
- Designed & implemented operations and H/R policies for ministry teams that covered
 \* Recruiting, hiring, and retention for staff and volunteers guidelines
 \* Leadership and spiritual development strategies
 \* Discipline, redemption, and termination guidelines
- Created job descriptions, review criteria and processes, and set yearly individual goals and objectives using guidelines from books like “The One Minute Manager” and others.

-Created year-long development plans for each direct report that focused on a single area of growth according to their previous year’s performance evaluation that feature reading plans, assignments and essays, activities to test their growth
- Helped team members and volunteers determine their personal strengths and spiritual gifts and insured that they were properly positioned for maximum impact.

**Overseer/Leader Responsibility Examples:**
- Meet with all of Pikes Peak Christian Church’s ministries to review ministry processes, volunteer recruitment and retention processes, determine purpose and set strategic direction - Communicated team and ministry status through newsletters, emails, project reporting tools, facilitating scheduled meetings.
- Created quarterly or project specific vision statements based on senior leadership’s strategic direction and presented to staff, campus, and customers.
- Implemented Senior Pastor’s strategic plans at an operational level using project management and communication tools.
- Led Pikes Peak Christian Church Executive Leadership Team to complete strategic planning, goal setting, and discipleship training
- Cultivated unity between teams and individuals, acted as an interpreter between different teams and mindsets, and helped avoid or resolve conflict by creating “win-win” scenarios for everyone involved.

**Ministry Catalyst Examples:**
- Re-energized Children’s, Youth, Seniors, Men’s, and GenX ministries through the re-casting of vision, clarification of purpose, identification of core competencies and groups their serving, and celebrating what they are doing well plus looking for new ways to improve care of volunteers, staff, and their individual congregations. - Continually re-evaluated operational procedures and processes looking for ways to reduce expenses and improve performance, working conditions/culture, and deliverables.
- Researched, evaluated, and implemented best practices for leadership and personal growth
- Setup strategic partnerships with leaders from other churches and organizations for the purpose of personal, professional, and spiritual growth and sharing “best practices”
- Owned and operated a retail business that went from $0 - $600k per year in annual sales with four employees and 7x24 responsibilities. (2003-2006)

**Administrator/Manager Examples:**
- Evaluated all vendor and service provider relationships for church and re-negotiated better service level agreements and cost structures. - While an IT Director, evaluated relationships between teams, and their business processes, looking to reduce redundancies, duplicated efforts, and created or promoted synergies that improved overall performance and impact.
- Negotiated relationships with support and service providers for contracts in excess of $1.5million annually or one-time purchases for more than $350k of products or services.
- Managed budgets from $300k-$3million using capital and expense tools. - Created budget tool for ministries and worked with them manage cash flow and monthly expenses
- Worked with CFO, Controller, and Senior Accountants to manage purchases according to campus cash flow, departmental budget run rate, and Economic Value Added tools.
**Minister Responsibility Examples:**
- Provided pastoral care for local and remote congregation members through prayer, counseling, and being a listening ear during their times of struggle. - Participating in long term (25 yr+) co-mentoring and accountability relationships with two other godly men for the purpose of personal, professional, and spiritual growth.
- Ordained minister who has performed funerals and weddings.
- Acted as a coach of small group leaders to promote the spiritual growth of the leaders and small group members according to ministry guidelines.
- Devoted to personal growth through Bible study, journaling, and reading spiritual growth books and studies.

**PROFESSIONAL QUALIFICATIONS**

**College America,** Colorado Springs, CO 11/2016 to Present

Director of Career Services

*- Provide job search and readiness training for 178+ students*

*- Help bring programs from 48% to 73% placement compliance in 2 months*

*- Meet with local employers and recruiters to secure employment opportunities*

*- Teach associates and bachelors level courses*

**Springs Rescue Mission,** Colorado Springs, CO 7/2013 – 6/2013

*Director of Graduate Services Program*
*- Created a new program for the graduates of the recovery programs* to re-acclimate them to society and help them get a career through education *- Providing pastoral care and coaching for staff, residents, graduates, and alumni*

*- Preached 45 minute staff devotionals and messages during morning chapel to 60+
- Writing and teaching 240+ hours of advanced life skills and career education courses*

**Pathways Church,** Denver, CO 7/2012 - 7/2013

Executive Pastor/Interim Lead Pastor

*-Stepped into role as Interim Lead of a 1200 member church when Senior Pastor was received*

*- Reduced budget from $1.2m to income matching $725k*

*- Managed staff of 16 FTEs*

*- Preached as needed*

*- Created H/R, Finance, Strategic policies and booklet*

*- Re-negotiated mortgage and vendor contracts*

*- Provided pastoral care, community group leadership, and strategic planning leadership*

**Pikes Peak Christian Church**, Colorado Springs, CO 7/2007 – 2/2012

***Executive Director***

*-Responsible for ministry leadership and improvement for Children’s, Seniors, Youth, GenX, Adult Discipleship, Technology Services, Human Resources, Facilities, and Outreach ministries for a church of 900-1200 members*

*- Responsible for 26 staff members, a $1.39m annual budget, managing the investments and banking relationships and reporting complete financials*

*- Leading major projects like a capital campaign, bond issue, $4.5m Building Projects and campus expansion*

*- Responsible for implementation of the vision, critical successful factors, member care and assimilation, strategic ministry plans, leadership and volunteer development strategies, 5 Year strategic plan for campus expansion and growth, and marketing and communication plans.*

**Life Changers International Church**, Hoffman Estates, IL 1/2007 – 4/2007

***Ministry Development Consultant***

*-Responsible for ministry improvement for Children’s, Youth, GenX, Adult, Technology Services*

*and Outreach ministries for a 2 site church of 5000 members*

*-Responsible for strategic planning initiative to discern and document the vision, core values, strategic goals, member care and assimilation, ministry infrastructure, leadership and volunteer development strategies, 3 Year strategic plan for growth and communication plan, , and promotion of TV, Radio, and Internet ministries for Gregory Dickow Ministries.*

**Northern IL. Home & Farm Supplies Inc., Crystal Lake IL** 2003-2006
***President & Owner***
*- Created business plan, marketing strategy, to start a retail business
- Created customer list of 450+ and $625k of annual sales in 3 years
- Led & mentored staff of 4 part time and full time staff*

**Judson College, Elgin IL**  2001-2003
***Director of Technical Services****- Led & mentored staff of 7 employees and 4 volunteers
- Served the campus customer base of 1800+ users
- Managed annual budget $500k using expense & capital tools
- Set strategic direction for campus by setting goals & casting vision
- Managed vendor relationships and reduced expenses by $125k the first year*

**MINISTRY INVOLVEMENT***(Consulting)*

Crossroads Community Church, Parker CO = Staff Assessment & Strategic Planning **2011**

Mountain Springs Church, Colorado Springs CO = IT & Staff Assessment **2012**

Colonial Church, Wichita Falls TX = Staff Assessment & Strategic Roadmap **2013**

Security Christian Church, Colorado Springs CO = Capital Campaign & Bond Issue **2014**

Discovery Church Colorado, Colorado Springs CO = Small Groups, Strategic Planning **2013 - 2017**

Pinecrest Community Church, Parker CO = Staff Assessment and Ministry Plan Development **2017**

**OTHER MINISTRY INVOLVEMENTS**

* Served, in varied capacities, at Willow Creek Community Church conferences, workshops, and summits
* Ordained Minister
* Attended several Promise Keepers events including the first in 1992
* Attended several WCCC Small Group Leadership Conferences as a leader and coach
* Acted as a strategic planning and mentoring resource for WCCC staff members including:
	+ Promise Land (Children’s Ministry) Asst. Director
	+ Adult Ministry Director
	+ Willow Creek-McHenry County Campus Youth Ministry Director
	+ Willow Creek-McHenry County Campus Youth Ministry Team
* Vice President of Colorado Springs Chapter of NACBA (National Assoc. of Church Bus. Admins) **2011**

**EDUCATION**

Ph.D. in Organizational Development & Leadership, U of the Rockies, Denver CO

* Focus on culture and staff assessment, coaching, development, leadership

Masters of Management Arts, Webster University, St. Louis MO, Magna Cum Laude

* Focus in Leadership, Organizational Development, Operational Management, HR, & Finance

BS, Business Administration, Elmhurst College, Elmhurst, IL, Cum Laude

PMP prep course & ITIL Certification completed July 2016

**PASTORAL REFERENCES & LETTERS**

*Provided upon request*