

Curriculum Vitae

The Rev. Dr. Thomas G. Herrick



Personal Mission Statement

God's call on my life is to recruit, train, and coach the next generation of church planters and church multiplication leaders to assist them in planting, growing, and multiplying Great Commission churches, which, by God's grace, will stimulate a church planting movement throughout North America.

Summary of Work Experience

Founder, Titus Coaching & Consulting, LLC, 07/24 – Present: After retiring, my wife and I moved to Delaware to be closer to the beach and to our grandchildren. Since I was no longer resident in Virginia, I closed Herrick Coaching & Consulting, LLC and started Titus Coaching & Consulting, LLC, which is duly licensed as a Limited Liability Corporation (“LLC”) in the state of Delaware. I have continued my coaching and consulting practice the same as before, but I am simply operating under a new name. Since most leaders know me through my work as the Executive Director for the Titus Institute for Church Planting, I thought it best to use the Titus name for brand recognition. It also reinforces my calling as expressed in St. Paul's letter to Titus, chapter 1, verse 5 “to raise up leaders in every city to complete the work which we have begun.”

Founder, Herrick Coaching & Consulting, LLC, 4/20 – 4/24: In April 2020, I founded a coaching and consulting practice to enable me to continue working with churches, dioceses, clergy, church planters, and church multiplication leaders, which I have done throughout my retirement on a part-time basis. I had been coaching and consulting for many years, but always under the umbrella of the Titus Institute for Church Planting. Once I retired from the Titus Institute and from my role as Canon for Church Planting for the Diocese of the Mid-Atlantic, I thought it best to register with the Virginia State Corporation Commission and operate as a duly licensed Limited Liability Corporation (“LLC”).

Canon for Church Planting, Anglican Diocese of the Mid-Atlantic, 09/14 – 03/21: In September 2014, Bishop John Guernsey asked me to serve as the diocese's first Canon for Church Planting. At that point in time, I had been offering leadership and direction for church plants since 2004, both as a volunteer and later under contract with the Anglican District of Virginia (the proto-diocese which gave rise to the Diocese of the Mid-Atlantic). My work included offering coaching, intensive training, assessments, and a variety of other support services. As canon, I led a ten-member team known as the Great Commission Committee, that assisted me in the oversight of our mission churches and new church plants. My focus was to build the systems and the infrastructure necessary to vastly increase our church planting capacity. By bringing these new systems online, we were able to regularly plant 3-4 new churches every year. To support and maintain these systems, I designed and launched the *Vision for 50*, an initiative to plant 50 churches by the end of 2030, for which I designed the Ministry Plan and assembled the team to guide the fundraising campaign. I also liaised regularly with the Standing Committee of the Diocese to oversee our church planting budget, as well as the Ordination Committee to assist in identifying potential church planters in our ordination process.

In addition to my work starting new churches, I developed a Missional Planning process to assist established churches in their growth and development. Dozens of churches in the ACNA and in the Diocese of the Mid-Atlantic have completed this planning process, enabling them to grow, acquire permanent facilities, and take the next steps in their life together.

In my role as canon, I was also a member of the provincial church planting team, *Always Forward*, serving as a mission strategist, speaker at ACNA conferences, and coach/trainer for new canons for church planting.

Executive Director, Titus Institute for Church Planting, 10/07- 08/20: In October 2007, I launched the Titus Institute for Church Planting, a non-profit corporation whose mission was to train leaders for church multiplication throughout North America. This work proceeded on two levels: first and foremost, by recruiting, assessing, coaching, training, and supporting church planters as they planted new congregations. Secondly, the Titus Institute assisted in the formation of church planting networks to saturate entire regions with new churches. During my tenure, Titus was under contract and served multiple networks and dioceses to support their work in beginning new churches and worked with individual planters across the US and Canada. I served as Executive Director and member of the Board of Directors and was responsible for raising the funds necessary to support the work. During these years I became a frequent conference speaker, workshop leader, and visiting professor at several seminaries, and adjunct professor for Church Planting at Gordon-Conwell Theological Seminary in S. Hamilton, MA, teaching Masters and Doctoral students. I also served on numerous strategy teams and advisory boards to support church planting leaders.

National Director for Church Planting, Anglican Communion Network, 1/05-10/07: In fall, 2004, I was asked by the Rt. Rev. Robert Duncan to develop a strategy for planting churches for the Anglican Communion Network. I recruited and convened a Task Force that developed a strategic plan to facilitate a church planting movement among orthodox Anglicans in North America. Bishop Duncan then asked me to serve as the National Director for Church Planting and direct the ongoing work of the Task Force. During this time, I helped to oversee the planting of over 3-dozen new Anglican churches across North America.

Church Planting Commission, Diocese of Virginia, 2/95-2/04: I worked with two Suffragan Bishops (the Rt. Rev. Clay Matthews and the Rt. Rev. David Jones) during this nine-year period to plant 12 new churches in the Episcopal Diocese of Virginia, ten of which were created during my six years as Chair of the Commission. The primary focus during this time was to put in place the infrastructure and funding to begin a church multiplication movement within the diocese that would be ongoing and self-perpetuating. We were able to create a “land bank” to obtain properties for new churches, a special fund to provide start-up grants that raised ten million dollars and developed a process to plant multiple churches simultaneously. These initiatives enabled us to move from planting a church every other year to planting 3-4 churches every year.

Church Planter and Pastor of Christ the Redeemer Episcopal Church, Centreville, VA, 9/94-10/06: I was called to lead a launch team from Truro Episcopal Church in Fairfax, Virginia to begin a new church in Centreville, Virginia. Beginning with a group of families from one cell group, Christ the Redeemer grew quickly into a 400-member congregation focused on evangelism to the unchurched in northern Virginia. The primary characteristics of Christ the

Redeemer were a deep sense of community, worship, prayer, personal transformation, and mission. We were perhaps best known for our motto, "Passion for Jesus, Compassion for Others" which was expressed over the years through local and global mission partnerships supported by a minimum of ten percent of the annual budget (averaging >\$500,000 over 12 years). These relationships resulted in a wonderful variety of projects to advance the Kingdom of God in Latin America, Indonesia, Africa, China, Eastern Europe, the former Soviet Union, and the United States, through direct funding and annual visits from short-term mission teams. Three different coordinators of our Missions Committee went on to establish and direct full-time missions' ministries, all of which are still thriving two and a half decades later.

Associate Rector at Holy Spirit Episcopal Church, Houston, TX, 7/92-8/94: My duties included regular preaching, teaching, and pastoral counseling, including visits to hospitals, nursing homes and the county jail. I initiated and oversaw two ministries during this time: the Stephen Ministry, a lay pastoral care ministry for people in crisis and a young adults group that met regularly for fellowship and service projects.

School Chaplain at Holy Spirit Episcopal School, Houston TX, 7/92-8/94: I conducted 4 weekly chapel services and taught 14 religion classes each week to students ranging from Kindergartners through fifth graders. I modified the Prayer Book services for Holy Eucharist and Morning Prayer to make them more accessible to children and published them in a booklet that included a selection of Psalms, hymns and praise songs. I wrote my own curriculum, focusing on the scriptures and biblical values and oversaw a variety of outreach projects. During my tenure the percentage of families in the school that joined the church increased by sixteen percent, including one set of parents who were baptized along with their children.

Programmer/Analyst and Systems Manager, Houston, TX, 7/85-8/89: I was part of a team that designed and implemented a software system that was used throughout the Spring Independent School District. My duties included systems analysis and design, creation of data entry screens and database programs for report generation, documentation of procedures, and instructional seminars to train users in use of the system, as well as the use of professionally designed word processing software.

Coordinator of Computer Services, Houston, TX, 8/82-7/85: I provided oversight to 110 school districts in the Gulf Coast area in the use of a mainframe system for administrative and instructional programs. I instructed teachers and administrators in the use of the system and the programming languages, created data transfer programs and provided problem-solving assistance. As personal computers became available during this time, I oversaw the creation of a data capture/transfer system utilizing desktop computers at local schools linked via modems with remote mainframe computers. This system was cutting-edge technology at the time and provided a model that was reproduced across Texas.

Classroom Teacher for Elementary Grades K through Six, Houston, TX, 8/77-8/82: I taught elementary students in a variety of settings, ranging from bi-lingual instruction and regular education to a math lab utilizing microcomputers, providing instruction in both English and Spanish. My duties included curriculum design, planning and teaching classes and preparing budget and staffing proposals.

Administrator of Outreach Ministries at Church of the Redeemer, Houston, TX, 6/75-8/77:

I supervised all of the church's outreach programs in our local community. This included coordinating, scheduling, and training for 24 English-as-a-Second-Language classes for 180 students and 30 teachers. This also involved writing and publishing new teaching materials. Another program involved the recruiting and training of 30 tutors to work with 100 inner-city elementary children at the local public school. These efforts led to extensive involvement with the economically disadvantaged in our community for whom we created programs or coordinated with existing social service programs offering emergency food and shelter. Numerous relationships were formed through these outreach programs which formed the foundation for a Spanish-speaking church plant, which began as a bible study with five people. This was my first church planting experience and the congregation became a mission church of the Episcopal Diocese of Texas that eventually gave birth to daughter churches.

Summary of Formal Education

Doctor of Ministry: Gordon-Conwell Theological Seminary, 2013.

Master of Divinity: Virginia Theological Seminary, 1992.

Master of Education: Curriculum Design and Instruction, 1975
University of Houston – Houston, Texas.

Bachelor of Arts: Sociology major, Psychology minor, 1972
University of Cincinnati – Cincinnati, Ohio.

Ordinations: Deaconate: June 15, 1992, The Rt. Rev. Maurice M. Benitez,
Bishop, Episcopal Diocese of Texas
Priesthood: February 15, 1993, The Rt. Rev. William Sterling,
Bishop Suffragan, Episcopal Diocese of Texas

Awards: McMicken Scholar: McMicken College of Arts and Sciences,
University of Cincinnati.
Omicron Delta Kappa Honorary Society, University of Cincinnati.
Graduated Magna Cum Laude, with High Honors in Sociology,
University of Cincinnati.

Certifications: Coach Certifications:
- CRM (Keith Webb)
- Coach Net (Bob Logan)
- In Focus (Gary Reinecke)
Trainer and Coach/Consultant for Think-X Discover
Trainer and Coach/Consultant for Natural Church Development
Prepare/Enrich Marriage Preparation Certificate, Houston, TX
Stephen Ministry Leader Training, Houston, TX
Bi-lingual Teaching Certificate, Texas Education Association
Elementary Teaching Certificate, Texas Education Association

Summary of Boards and Activities

Boards of Directors

Founder & Board Member - Titus Institute for Church Planting:	10/07 – 8/20
Compton Heights Homeowners Association	8/14 – 5/21

Executive Directorships

Titus Coaching & Consulting, LLC	7/24 – Present
Herrick Coaching & Consulting, LLC	4/20 – 4/24
Canon for Church Planting, Diocese of the Mid-Atlantic	9/14 – 3/21
Titus Institute for Church Planting	10/07 – 8/20
National Director for Church Planting, Anglican Communion Network:	1/05 – 10/07
Church Planting Commission, Diocese of Virginia	1/98 – 2/04

Mission Strategy Teams:

Always Forward Steering Committee (ACNA)	9/14 – 8/20
Anglican 1000 (ACNA)	10/12 – 9/14
Fresh Expressions US Strategy Team	6/12 – 9/15
Church Planting Committee, Anglican District of Virginia	6/06 – 11/11
Commission for Church Planting, Diocese of Virginia - Member:	2/95 – 2/04

Seminary Professorships:

Adjunct Professor for Church Planting: Gordon-Conwell Theological Seminary	4/11 - Present
Visiting Professorships: Gordon-Conwell Theological Seminary	5/08 – 4/11
Nashotah House Theological Seminary	7/08, 7/14
Trinity School for Ministry	10/08, 6/10

Advisory Boards:

Evangelize Today Advisory Board	4/12 – 9/15
Christian Stewardship Ministries Advisory Council:	7/97 – 1/13
Forget-Me-Not Ministries Pastoral Advisor	7/00 – 4/08
Repairers of the Breach Intercessory Prayer Mission Pastoral Advisory Council, Washington DC:	4/98 – 11/01