

The Very Reverend Benjamin Thomas

SUMMARY

Eighteen years of ordained ministry and twenty years management and executive leadership in private and non-profit environment. Reorganized organizational structure and managed organization through complete failure of financial software. Restructured staff, reduced endowment draw, and established financial protocols. Led licensure process and improved revenue by 22% in multi-site Assisted Living facility. Managed projects and spoke nationally for a \$200M Episcopal non-profit. Raised \$1.5 million for capital improvements, operations, and collaborative work with local non-profits at pastoral-sized parish and oversaw significant interior renovations on nationally registered historic building, improving accessibility for hearing- and mobility- impaired individuals. Managed tenant relations and upgraded commercial residential real estate portfolio, boosting profits 15%, and reducing vacancy to <1%.

EXPERIENCE

BECKETWOOD COOPERATIVE (Episcopal Homes), Minneapolis, MN

Executive Manager

May 2023 - present

Executive responsible for board relations, staff oversight, and managing \$5.5M budget

- Led board and administration through sudden loss of financial records and subsequent budget and financial technology reconstruction
- Audited internal financial procedures and implemented GAAP standard internal controls
- Implemented Google platform to simplify billing/data collection and information sharing
- Developed and implemented full reorganization of seven-person administrative team

CHRIST CHURCH CATHEDRAL, Eau Claire, WI

Interim Dean (part-time)

July 2019 - August 2024

Priest responsible for restructuring a pastoral-size congregation with significant financial challenges

- Raised \$95K for capital improvements at a parish with a \$220K annual budget
- Partnered with local agencies to provide emergency warming shelter and day center
- Designed financial process with the vestry to create accurate budgets, repay short-term debt, and restore \$350K endowment overspending
- Partnered with Nashotah House to provide preaching mentorship for senior seminarians

RAKHMA HOMES, Minneapolis, MN

Executive Director

April 2021 - May 2023

Executive responsible for rebuilding staff, stabilizing administrative team, and directing \$3.1M budget

- Improved billing procedure to raise daily rate by 22% over two years
- Renovated IT hardware over three locations to improve network speed, security, and stability
- Eliminated overuse of temporary employees and restored front line staffing to over 95%
- Secured \$1.1M Employee Retention Credit beyond initial PPP loan
- Transitioned all sites to expanded Assisted Living licensure
- Recruited administrative staff, coached recently promoted directors, and returned administrative staff to in-person work to focus on improved communication and collaboration
- Performed cost analysis; identified and reallocated underperforming assets

SAINT FRANCIS MINISTRIES, Salina, KS

Faith based (Episcopal), non-profit, social services organization with \$240M annual budget

Director of Social Justice Programs

January 2019 - December 2020

- Directed multi-department team to design new employment and education program for youth ages 16-18
- Recruited community employment partners for at risk youth and young adults
- Presented at regional and national conferences on human trafficking, immigration, and child welfare
- Initiated conversations with municipal leaders to expand scope of business

Director of Church Relations

September 2016 - December 2018

- Coordinated team to reestablish relationships with 86 Episcopal dioceses in 2 years
- Co-led redesign of Saint Francis Foundation website to emphasize narrative and drive philanthropy
- Cultivated high potential philanthropic relationships

CHRIST CATHEDRAL, Salina, KS

Dean and Rector

July 2010 - July 2016

Priest responsible for administrative and spiritual leadership, including staff, budget, and historic campus

- Partnered with local homeless shelter to write grant funding renovation of 10-unit stable housing community for recently homeless families
- Recruited families and restarted Christian education for all ages
- Rebranded all digital and print media
- Eliminated endowment overspending and reduced energy costs by 30% through capital improvements
- Developed 30 year capital improvement schedule with the Vestry

GRACE CHURCH, New York, NY

Assistant Rector

August 2007 - June 2010

- Designed and led parish-wide small group ministry for a corporate sized parish
- Recruited and trained lay leaders to lead small groups
- Wrote curriculum for spiritual development

PROPERTY MANAGER, Boulder, CO

Private contractor

June 1999 - July 2004

- Built a management portfolio consisting of 60 residential units with \$500k in annual revenue
- Maintained <1% vacancy rate over a three year period
- Reorganized leasing schedule to leverage seasonal market and increased profits by 11%
- Established strong vendor relations, reduced maintenance costs

UNIVERSITY OF COLORADO-BOULDER, Boulder, CO

Writing Instructor

January 2000 - June 2003

BOULDER BAKED COOKIES, Boulder, CO

Managing Owner/Partner

August 2000 - June 2002

EDUCATION

CARLSON SCHOOL OF MANAGEMENT - UNIVERSITY OF MINNESOTA, Minneapolis, MN

Executive Master of Business Administration

May 2022

GENERAL THEOLOGICAL SEMINARY, New York, NY

Doctor of Theology—New Testament and Historical Theology

June 2011

Master of Divinity

June 2007

UNIVERSITY OF COLORADO-BOULDER, Boulder, CO

Master of Arts—Philosophy

December 1999

UNIVERSITY OF OKLAHOMA, Norman, OK

Bachelor of Arts—Letters

May 1997

Bachelor of Science—Chemistry

May 1997

BUFFINGTON TRUST, Eau Claire, WI.

Board Member

2024-present

SALINA YMCA, Salina, KS

Board Member

2013-2016

PUBLICATIONS

“Preaching Theology: the *Communicatio Idiomatum* and Four Sermons from Leo the Great.” *St. Vladimir’s Theological Quarterly* 59:3 (2015), 339-369.

An Anglican Hermeneutic of the Transfiguration (Peter Lang, 2013).

“Priests and Bishops in Bede’s Ecclesiology: The use of *sacerdos* throughout the *Historia Ecclesiastica Gentis Anglorum*.” *Ecclesiology* 6 (2010), 68-93.

“Christian Hope and Liturgical Order in 1 Clement 40-44.” *Internationale Kirchliche Zeitschrift* 98:4 (2008), p. 302-310.

BOOK REVIEWS

Archbishop Ramsey: The Shape of the Church, Peter Webster. *Anglican and Episcopal History* 87:2 (2018), p. 255-257.

Founding the Fathers: Early Church History and Protestant Professors in Nineteenth Century America, Elizabeth A. Clark. *Anglican and Episcopal History* 82:3 (2013), p. 345-347.

Towards Further Convergence: Anglican and Old Catholic Ecclesiologies, eds. Urs von Arx, Paul Avis, and Mattijs Ploeger. *The Anglican* 36:4 (2007), p. 25-26.

PRESENTATIONS

Biblical Borders: How God Uses and Crosses Borders in Scripture. Borderland Ministry Summit National Conference. Tucson, AZ (2019).

Life and Legacy of Father J. Robert Wright (panelist). Convocation and Alumni Gathering, General Theological Seminary, New York, NY (2019).

Gritty Evangelism: Reaching across Social/Economic Boundaries to form Spiritual Communities. Brotherhood of Saint Andrew Regional Gathering, Kansas City, MO (2019).

Promising Starts: Introduction to the Gospels for Preaching. Niobrara School Ministry Weekend, Pierre, SD (2018).

Diakonia: Mission in Christ. Convocation Wyoming Deacons, Casper, WY (2018).

Being the Church in the World. Conference of Diocesan Executives, New Orleans, LA (2017).

Skip the Gym: St. Luke’s Regimen for a Glorious Body. *Preaching the Gospel of Luke*, Bethany College, Lindsborg, KS (2015).

Fresh Trends in Theology in the Episcopal Church in the 21st Century (panelist). Consortium of Endowed Episcopal Parishes, Atlanta GA (2014).