

Kate Adams**Special Projects Director, Episcopal Church Foundation**

Kate, Special Projects Director, has been with ECF since 2008, supports the President, Board and Staff on all aspects of ECF's strategy development and implementation and ensures that ECF's emerging and developing program initiatives are aligned with ECF's overall strategy and programs. In addition, she is the Project Director for ECF's Lilly Endowment Initiative "From Economic Challenges to Transformational Opportunities."

Prior to ECF, she was Vice President of the Church Pension Group's Strategy & Service Development group, designing new services across all business units, and was a Vice President of the Commonfund, offering investment management to nonprofit institutions. She has over 40 years of experience in financial and resource development for diverse nonprofit institutions, and has an M.B.A. in finance and an M.S.W. from Fordham University. A life-long Episcopalian she attends St. James Church in Manhattan.

Louise M. Baietto**Managing Program Director, Episcopal Church Foundation**

Louise Baietto is Managing Program Director for Strategic Resources at ECF with responsibility for providing flexible, customized, innovative and holistic approaches to capital campaigns, special appeals, annual giving and stewardship, as well as visioning and planning tools. Prior to joining ECF, Louise was Deputy for Finance and Administration for the Diocese of Long Island, a position she held for 22 years. Her professional career in nonprofit finance and administration spans 30+ years, including positions with The Ford Foundation and one of its major grantees. She also serves as finance faculty for CREDO conferences, a clergy wellness program of the Church Pension Fund. Louise holds a Master's Degree in Business Administration from St. John's University. She is a communicant and Canon of the Cathedral of the Incarnation in Garden City, NY.

Charis Bhagianathan**Director of Communications, Episcopal Church Foundation**

Charis serves as Director of Communications and Editor of ECF Vital Practices at the Episcopal Church Foundation. Before moving to New York, Charis worked at Council for World Mission in Singapore as Communications Manager and at Dorling Kindersley Publishers in New Delhi as Senior Editor.

At ECF, she is focused on strategic internal and external communications, as well as the editorial responsibilities of ECFVP. While Charis has always enjoyed working in marketing and communications, her heart lies in social/new media and writing.

The Rev. Ronald Charles Byrd, Sr.**ECF Vital Teams Lead Consultant, Episcopal Church Foundation**

Ron is serving his eighth year as rector of St. Katherine's Church in Williamston, Michigan. In 2011, Ron and St. Katherine's developed and successfully launched the Forster Woods Day Center, a day care facility that provides assistance to persons living with dementia and other physical

and mental impairments. Prior to becoming an Episcopal priest in 2007, Ron was employed for over 20 years in executive management and leadership positions at four Fortune 500 companies. Ron is a Certified Dementia Practitioner and hold degrees in Marketing, Management, Finance, and Business Administration.

Miguel Escobar

Managing Program Director, Episcopal Church Foundation

Miguel Angel Escobar is Managing Program Director for Leadership Resources and Communications at the Episcopal Church Foundation (ECF). The team he coordinates has responsibility for ECF's Vital Practices, the Vestry Resource Guide, the Fellowship Partners Program, Vital Teams Program, Spanish-language resources, and organizational impact studies. Prior to working for ECF, Miguel worked as communications assistant to the Most Rev. Katharine Jefferts Schori, Presiding Bishop of the Episcopal Church, from 2007-2010. He currently serves on the board of Forward Movement, the church engagement advisory board for Episcopal Relief and Development, on the advisory board of Duke Divinity's Faith and Leadership program, and as a reader for finalist applicants to the Echoing Green Social Entrepreneurship Fellows program since 2015. Miguel graduated from Union Theological Seminary with his Master of Divinity in 2007.

Jason Merritt

Marketing Director, Forward Movement

Jason Merritt is an old millennial, marketing director at Forward Movement, an avid soccer fan, fisherman, and dog lover. He currently lives in Cincinnati, Ohio with his fiancé, Kristen, and their two rescue dogs.

Sandra T. Montes

Spanish Language Resource Consultant, Episcopal Church Foundation

Sandra was born in Perú, grew up in Guatemala and settled in Texas as soon as she could. Her passions are God, family (especially her son), music, education, and writing and she has been hoping and praying for this position for years.

Sandra has been developing original bilingual resources for her church, school, and others for years. Sandra has been volunteering and working in the Episcopal Church since she was welcomed in 1986. She serves as musician, translator, speaker, consultant, and writer. She is a full-time teacher and doctoral student.

Sandra T. Montes nació en Perú, se crió en Guatemala y se instaló en Tejas lo antes que le fue posible. Sus pasiones son Dios, familia (especialmente su hijo), música, educación y escribir, y ha estado esperando y orando por este puesto por años. Sandra ha estado elaborando recursos bilingües originales para su iglesia, escuela y otros por años. Sandra ha estado trabajando como voluntaria y en la Iglesia Episcopal desde que le dieron la bienvenida a Ella en 1986. Se desempeña como música, traductora, oradora, asesora y redactora. Es docente a tiempo completa y está estudiando para obtener su doctorado.

Donald V. Romanik**President, Episcopal Church Foundation**

Donald V. Romanik has been President of the Episcopal Church Foundation (ECF) since 2005. Formerly, he has worked in non-profit administration, has served as an attorney in both government and private practice and has been active in civic, charitable and religious organizations. While at ECF, Mr. Romanik has stabilized its infrastructure, led a comprehensive strategic planning process, and developed partnerships and collaborations throughout the Church. He is a proponent of lay leadership and the ministry of all the baptized. His book, *Beyond the Baptismal Covenant: Transformational Lay Leadership for the Episcopal Church in the 21st Century*, advocates for a new type of entrepreneurial priest and effective clergy+lay partnerships. ECF is an independent, lay-led organization that helps congregations, dioceses and other Episcopal communities of faith engage in visioning and planning, develop leadership and raise resources for ministry. ECF provides comprehensive and innovative programs, products and services in these critical areas.

The Rev. Jay Sidebotham**Director, RenewalWorks**

Since 2013, the Rev Jay Sidebotham has served as Director of RenewalWorks, a ministry of Forward Movement seeking to build cultures of discipleship in Episcopal congregations. He also serves as Associate Rector at St. James, Wilmington, N.C. Previously, Jay served in several parishes. A graduate of Union Seminary, New York, he was ordained to the priesthood in 1990. Prior to seminary, he worked in New York in animation, illustration and advertising. He appreciates the opportunity to produce cartoons for the wider church, describing the joys and challenges of parish ministry.

Erin Weber-Johnson**Senior Program Director, Episcopal Church Foundation**

Erin Weber-Johnson, Senior Program Director of Strategic Resources, first joined the Episcopal Church Foundation (ECF) as a capital campaign consultant in 2009. She currently works with Episcopal leaders to faithfully answer “What is God calling this organization to be/do?” through Strategic Visioning and Planning.

She has facilitated cross-denominational events, national plenaries and workshops, diocesan trainings, vestry retreats and live webinars. Her content areas include: the Strategic Thinking Process, annual, capital and planned giving, volunteer engagement, generational giving characteristics. She also serves as a primary faculty member for Project Resource 2.0, a program developed by multiple institutions of the Episcopal Church, which trains Diocesan teams to successfully raise funds for God’s mission. Prior to her work with ECF, Erin worked as a grants officer at Trinity Wall Street in New York City and at the General Theological Seminary. She was a missionary of the Episcopal Church, holds a Master’s degree in Public Administration from New York University and is a member of St. John the Evangelist Church in St. Paul, MN