

**Church Leadership Connection**  
**The Call System for the Presbyterian Church (U.S.A.)**

<b>Detailed Info for PIF #: 100024832.1</b>	
Professional ID:	100024832
Name:	Brian Robert Wallace
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Fax:	
E-Mail:	brian.wallace@gmail.com
Address:	2908 Cavey Crest Circle Allison Park, PA 15101
Actively Seeking?:	Yes, Actively Seeking
Ecclesiastical Status:	Teaching Elder
Membership Presbytery:	PITTSBURGH PRESBYTERY
Ordination Date:	1/7/2007
Formal Education:	<ul style="list-style-type: none"> <li>• Pittsburgh Theological Seminary (Master of Divinity, 5/2006) <ul style="list-style-type: none"> <li>◦ Received awards for excellent in Church History and Pastoral Care</li> <li>◦ Served as Student Association Treasurer during Middle and Senior Years</li> </ul> </li> <li>• Grove City College (Bachelor of Science in Physics/Computer Software, 5/2003)</li> </ul>
Continuing Education:	<p>Presenter:</p> <ul style="list-style-type: none"> <li>• Crestfield Camp and Conference Center Staff Training: Presenter for "Ages and Stages of Faith Development" (June 2014)</li> <li>• Northeast Wee Kirk Conference: Presenter for "Youth Ministry in the Small Church" (October 2013)</li> <li>• Teacher Training Workshop @ Pittsburgh Theological Seminary: Presenter for "Planning and Prioritizing in Youth Ministry" (September 2013)</li> <li>• Crestfield Camp and Conference Center Staff Training: Presenter for "Ages and Stages of Faith Development" (June 2013)</li> <li>• Pittsburgh Presbytery Officer Training: Co-Presenter for "Personal Evangelism: A Conversation between Screwtape and Wormwood" (November 2011)</li> <li>• Building Bridges to Adult Membership - A Workshop for Christian Educator and Youth Directors - Presenter (February 2011)</li> <li>• Journey Inward/Journey Outward @ Pittsburgh Theological Seminary: Presenter for "After Confirmation: Building Bridges to Adult Membership" (November 2010)</li> <li>• Teacher Training Workshop @ Pittsburgh Theological Seminary: Presenter for "Transforming Youth Ministry - Creating Authentic Fun" (September 2007)</li> </ul> <p>Participant:</p> <ul style="list-style-type: none"> <li>• Youth Cartel/Center for Advanced Coaching Certification (January 2016)</li> <li>• Orange Conference (May, 2015)</li> <li>• Youth Ministry Coaching Program (March, 2014 - January 2015)</li> <li>• Orange Conference (May, 2014)</li> <li>• CREDO Conference (March 2014)</li> <li>• Pittsburgh Theological Seminary - Course Audits (December 2013-February 2014) <ul style="list-style-type: none"> <li>◦ Preaching in the African American Tradition</li> <li>◦ Contemporary Christian Literature</li> <li>◦ Theology of the Scots Confession</li> </ul> </li> <li>• Youth Ministry Coaching Program - Online Version (January - August, 2013)</li> <li>• Reformed and Always Reforming (Organizer, October 2007)</li> <li>• A Conversation about the Emerging Church (Organizer, February 2006)</li> <li>• 2005/2006 National Youth Workers Convention (October 2005, November 2006)</li> <li>• Generous Orthodoxy Conference (October 2005)</li> <li>• 1 Unit of Clinical Pastoral Education @ Strong Memorial Hospital (Summer 2004)</li> </ul>

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Employment Type:	Full-time	
Minimum Effective Salary:	\$65,000 / Year	
Position Types and Experience Level		
	Solo Pastor	No Experience
	Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)	No Experience
	Head of Staff (who supervised one teaching elder and other staff)	No Experience
	Associate Pastor (Christian Education)	5 to 10 Years
	Associate Pastor (Youth)	5 to 10 Years
	Associate Pastor (Other)	5 to 10 Years
	Pastor (church planter, new church development, new worshipping community)	No Experience
	Pastor (Transformation/Redevelopment)	No Experience
	Co- Pastor	No Experience
	Executive Pastor	No Experience
	Mid-Council Program Staff	No Experience
Geographic Choices:	Connecticut Massachusetts Michigan New Hampshire New York Ohio Pennsylvania Rhode Island Virginia Vermont Geographically Limited to miles of	
Languages:	English	
Leadership Competencies:	Preaching and Worship Leadership Spiritual Maturity Teacher Public Communicator Technologically Savvy Contextualization	

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	Strategy and Vision Collaboration Interpersonal Engagement Flexibility
Training / Certification:	(Not Specified)
Other Training:	Certified Executive Coach (Center for Advanced Coaching)
Clergy Couple?	False
Past Experience: <b>Hampton Presbyterian Church (Gibsonia, PA - Suburban Pittsburgh, 650 Members)</b> Associate Pastor for Youth and Outreach (2006-Present) <ul style="list-style-type: none"> <li>• When I arrived at the church I was the fourth youth leader in eight years and my predecessor had held the position for less than a year. In light of this, my first goal was to bring stability to the program and establish trust with students and parents. I accomplished this goal and am proud to say that I have now seen three classes go from 6th grade through high school graduation.</li> <li>• I have focused on developing a youth program that is oriented toward developing the type of faith that lasts beyond high school. I am proud to say that a number of our students have graduated college and upon returning to the church have served in a variety of leadership capacities (nursery staff, Deacons, youth group leaders, worship leaders). Others have accepted leadership responsibilities with summer camp and mission organizations during their college years.</li> <li>• Within my first year our Interim Associate Pastor and Senior Pastor accepted other calls. Shortly after this, the general contractor on our building expansion went out of business leaving the project 50% complete and financial considerations led us to close the other Associate Pastor position. I served as Acting Head of Staff prior to the arrival of an Interim Pastor and worked with the Session as we redesigned the staffing configuration of the church. In this period of staff transitions I also assumed primary responsibility for pastoral care (visitation, funerals).</li> <li>• Within the first 18 months I successfully worked with three different Senior Pastors who were very different in leadership style and personality.</li> <li>• I built upon a strong existing Confirmation program and have expanded and developed it over the last year ten years. It is a nine-month intensive discipleship experience that includes two small group bible studies per month, church participation requirements, and enrichment and memorization requirements. The program is specifically designed to create ample opportunities for the participants to develop deeper relationships with one another. This element is as important as the content of the program as that sense of belonging is critical for student's continued participation in the life of the congregation once Confirmation is complete. The biggest advocates of the program are the kids themselves some of whom tell me that they miss being in Confirmation class.</li> <li>• Working in conjunction with fellow staff and volunteers, we launched a two-week summer day camp program for 2-7th graders in 2010. In the subsequent years we have seen this program grow and expand to the point where we reached our capacity for boys (48) and almost tripled enrollment overall. We have had utilized this program as an integral component of our children and youth ministry program as well as an invaluable outreach to our community. This year we are expanding the program to include Kindergarten and 1st graders and are projecting an enrollment of 100 campers which is 4x the number of campers from our first year. This program has also greatly enhanced our leadership development opportunities for our High School students which has helped them grow spiritually as well as forge stronger connections to the church.</li> <li>• Prior to my arrival, summer mission trips were a significant part of the youth program. I've continued this strong tradition leading Jr. and Sr. High students on summer mission trips each year. Our Jr. High students have worked in our local community with The Pittsburgh Project while our Sr. High students have been to a number of locations throughout the United States. In addition to these domestic trips, I've successfully planned and led trips to Mexico, the Bahamas, and Guatemala.</li> <li>• Working in partnership with our Director of Christian Education, I've worked to enhance leadership opportunities for Jr. and Sr. High students providing them opportunities to work with children's Sunday School classes, Vacation Bible School, and our day camp.</li> <li>• In the course of eight years, I worked with parents and volunteer leaders to go through three separate planning and goal setting exercises that resulted in shared goals that helped us effectively bring lasting and sustainable change to our program.</li> <li>• I've had great success recruiting youth group volunteers, Sunday school teachers, retreat chaperones, and mission trip chaperones. I am especially proud of this, as I believe it demonstrates that my volunteer leaders feel well</li> </ul>	

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utilized and they trust my leadership.

- Due to staff changes and scheduling, the adult education program had been severely weakened. Working with other staff and the Christian Education Committee, we brought adult education classes back into the life of the church and I eventually transitioned primary responsibility for this area to another staff person. Since then I've continued to teach adult classes as needed. I've taught classes on biblical topics (Bible Basics, Themes of the Bible), theological issues (What is eschatology? Is Hell Real?), practical topics (Losing Your Marbles: The 6 Things Every Kid Needs), as well as cultural topics (The Gospel According to Les Mis, The Gospel According to Star Wars).
- In the past year we've successfully offered two classes related to sexuality that have been well received by a theologically diverse congregation. One class was designed for parents to better equip them to talk to their children about issues related to sexuality. The second, #realsexmatters, was for our Middle School and High School students and sought to shape their thinking about dating and sexuality by focusing on the greatest two commandments. In both of these settings we addressed issues related to LGBTQ+ in a way that improved understanding and facilitated healthy constructive discussion.
- In the fall of 2015, Ministry Architects, a nationally known ministry consulting group, visited Hampton and conducted a three day site visit with listening groups of students and parents. In their report they noted the following:
  - Hampton consistently has double the number of active participants in children's and youth ministry they would have expected at a healthy church (Example: They would expect 33 active Middle and High School students, we have 65 active youth)
  - Regarding Confirmation: "And unlike many churches, where confirmation is often an exit ritual from the church, confirmation graduates at HPC are very likely to stay engaged and even grow in their participation"
  - Regarding leadership development: "I don't know that we've ever worked with a church that had a more robust, working student leadership program than HPC"
  - Regarding parents: "As evidenced by the engagement of over 40 parents in focus groups, there is a core group of adults who care deeply about the church... Surprisingly few parents report having to force their children to go to church"
  - Regarding the staff: "Over and over again, focus group participants expressed immense gratitude for the character, integrity, maturity, love for God, giftedness and effectiveness of Renee and Brian. They have not only served as visionary leaders for their programs but also as approachable friends and mentors to children, youth, and volunteer leaders"

**Northmont United Presbyterian Church (Pittsburgh, PA - Suburban Pittsburgh, 700 Members)** Seminary Intern for Youth and Small Group Ministry (2004-2006)

- As soon as I arrived to begin my internship, the Youth Pastor at the church announced she was leaving. I successfully provided stability and leadership in the interim period prior to the next Youth Pastor's arrival (approximately six months)
- During my second year I designed and launched a seasonal small group initiative for Advent. We started three new groups and strengthened one existing group. Two of these groups continued to meet after Advent was over.
- I effectively led one of the groups despite being at least thirty years younger than everyone else in the group.

Other Services:

Synod of the Trinity Youth Network Organizer (2016 - Present)

Crestfield Re-Visioning Task Force, Chair (2015-Present)

Pittsburgh Presbytery Youth Ministry Coaching Program, Organizer (2014-2015)

Pittsburgh Presbytery Executive Committee (2014-Present)

Crestfield Camp and Conference Center Capital Campaign Steering Committee (2011-2013)

Crestfield Camp and Conference Center Ministry Team (2007-2012, 2015-Present)

- Executive Committee Liaison (2015-Present)
- Ministry Team Chair (2010-2012)
- Program Sub-committee Chair (2008-2009)

Describe a moment in your recent ministry that you recognize as one of success and fulfillment.

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When Josh was in 6th grade he spent much of the time sitting out during youth group because of his poor behavior and throughout 8th grade he made a series of bad decisions. That summer we took a risk in asking him to help out with Vacation Bible School and our two-week day camp program. It was in these experiences that he thrived and we suddenly realized that he had tremendous gifts for ministry. Each year since then he helped with Sunday school, day camp and VBS programs every summer and has become a legend amongst the younger kids. The rest of the story isn't all roses however. Throughout High School he continued, on more than one occasion, to make some poor choices. However, where I think we got it right is we struck the balance between grace and love. We called him to a higher standard, and yet showed him grace when he messed up. There were some hard moments, but he knew we were for him.

Prior to his senior year of high school, he discerned that he was being called to go on a nine-month mission trip follow graduation. On the Sunday before he left for his nine month trip, he stood in front of the congregation and said that if it wasn't for the love and support of the congregation, he wouldn't be answering God's call for the next year. While on the trip and since his return he shared that he had come to recognize the many times we had showed him grace when we could have given up on him.

Describe the ministry setting to which you believe God is calling you.

I believe that God is calling me to serve an organization:

- That is committed to participating in God's mission in the world and who views making disciples of children, youth, and young adults a vital part of that mission.
- That understands that in a changing world we must be ready to rearticulate our beliefs and practices in order to effectively bear witness to what Jesus Christ is doing in the world today while being faithful the historic Christian faith.
- That believes and confesses that Jesus Christ is Lord and knows that God has a good future for them and that their best days are not in the past.
- That values a team approach to leadership, where staff and church leaders are encouraged and supported to fulfill the roles that God has called them to.
- Where tough questions are wrestled with rather than avoided and easy answers aren't accepted. Where the challenges faced by the church today are recognized but not seen as fatal blows to God's mission in the world.
- That believes its part of the world's greatest story, and longs to humbly share that story with the community it is a part of.

I want to be seen as a Pastor who loves his people, is transparent about his own struggles and weaknesses, and longs more than anything else to see people grow as disciples of Jesus Christ.

What areas of growth have you identified in yourself?

My greatest area of growth in the past 10 years has been to come to a better understanding of who I am and where my strengths and weaknesses are. For a long time, I believed that to become a truly great leader I needed to become something other than who I am. I have learned and accepted that this is neither true nor possible. God has called me to be a leader in the church, complete with my strengths and weaknesses.

In conjunction with this, I've learned that where my weaknesses lie I need to be listening to those around me for whom those areas are strengths. As an example, I am not particularly creative, but have learned that I am good at supporting the ideas and initiatives of others and helping them with the implementation of those ideas.

A second area of growth has been in the area of leadership specifically as it relates to developing vision, setting goals, and planning for change. Change is a key ingredient to the long-term success of any organization but must be done effectively and collaboratively in order to draw on the strengths of the community.

A final area of growth has been to transition our youth program from pastor-centered model to a more sustainable small group leader model. This has required me to focus on equipping my small group leaders to develop relationships with their students and lead small group discussions as integral part of our youth group meetings.

Describe a time when you have led change.

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In my present call we have had a difficult worship schedule the entire time I've been part of the staff. Two years ago we took our last in-depth look and we realized that in order to make the jump to a new schedule, we had to take some smaller preliminary steps. The first step was to change the time that our two youth groups met so that they met at the same time. While minor, this change required me to solicit input from the invested parties (parents, students, leaders) and adjust how we did youth group programming such that I did not need to be present at youth group the entire time and could move back and forth between the two groups.

With this change in place, we were ready to revisit the schedule proposal. Working with other staff (two other Pastors, Children's Ministry Director, Music Director) I've guided the change process. We started with joint committee meetings, followed by open town hall meetings soliciting feedback and input. What has been most helpful is making it clear to those in attendance that we were seeking input from them to continue to shape the proposal.

We adopted the proposed schedule change in the spring of 2015 and it took effect in September of 2016. While there have been some growing pains, the transition has been as smooth as we could have expected given the scope of the change.

### Optional Links:

#### Coaching

- In January of 2016 I attended a coaching certification program sponsored by The Youth Cartel (who also sponsored the Youth Ministry Coaching Program) and the Center for Advanced Coaching. I will receive my certification through the Center for Advanced Coaching in the spring of 2016.

Complete Ministry Architects Assessment - The complete report from Ministry Architects reference above is available for download: <http://hamptonpresbyterian.net/ministries/children-and-youth/resources/ministry-architects-report/>

#### Sermon Videos

- "The Cost of Sweetness" (Social Justice) <https://www.youtube.com/watch?v=DIEtoSskY-E>
- "A People Redeemed": <https://www.youtube.com/watch?v=VvfrTC-oRJE>
- "Make the Most of What You've Got" (Stewardship Sermon) <http://hamptonpresbyterian.net/2014/10/22/sundays-message-october-5th-2014-2/>
- "Deliver Us from Evil" (<http://hamptonpresbyterian.net/2014/07/15/sundays-message-july-6th-2014/>)
- "Family Matters" (<http://hamptonpresbyterian.net/2013/05/20/sundays-message-may-19th-2013/>)
- "What's Up with God's Plan" (<http://hamptonpresbyterian.net/2013/04/09/sundays-message-april-7th-2013/>)

#### Technology and Media Skills

- I possess strong computer and media development skills. My undergraduate degree was partially in computer science and I've worked extensively with a variety of digital media platforms including database development (Microsoft Access), website development (WordPress), and network development and administration (Multi-point wired/wireless networks).
- In an addition to a working knowledge of the basic office suites, I'm experienced with Adobe Creative Cloud (Illustrator, Acrobat, Photoshop, Lightroom, Premiere) as well as Apple Professional Applications (Final Cut Pro, Final Cut Pro X, Compressor)
- In the spring of 2015, we entered into an agreement with the Pittsburgh Faith and Family Channel to have our weekly services broadcast locally and I have been the one responsible for preparing the video of the service for that broadcast.
- I have extensive knowledge in the areas of photography and videography as I am the co-founder of the largest camera and lens rental company in Pittsburgh ([www.pittsburghlenses.com](http://www.pittsburghlenses.com)) I've worked with everything from small hand-held video cameras to professional quality cinema cameras along with complete multi-point lighting and audio setups to create informational and promotional videos. I understand the complexities of delivering media across a number of platforms including physical disc (DVD, Blu-ray), large-screen platforms (computers, home entertainment centers) as well as small-screen platforms (mobile handsets and tablets).
- I am well-versed in the various social media platforms that exist today and participate in those that allow me to connect with others in safe and appropriate ways.
- I am passionate about utilizing these skills within my context of ministry. Since my arrival at my current church we've greatly expanded the use of media including online delivery of sermons, development of elements to enhance worship, and videos to promote the church and its ministry. I have had great success using technology as a means to connect with and mentor students in my program in developing their own technical skills.

### Statement of Faith:

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I believe in one God as revealed in scripture, three persons of the same substance: Father, Son and Holy Spirit.

Jesus Christ is the only Son of God who was begotten, not made. Christ is truly God and truly human, with two natures perfectly joined in one person. In the incarnation he took on all human properties except sin and therefore was human as we were intended to be. Christ lived for us and suffered for our transgressions. In this role as mediator Christ took upon himself the judgment under which all people stand convicted. In scripture this atoning work is described in many ways, which emphasizes the significance and depth of God's work. Through the resurrection Christ has overcome death and we share in his righteousness, are raised to new life, and have assurance of our own resurrection. Jesus Christ is the one Word of God which we have to hear and which we have to trust and obey in life and death and salvation is to be sought or found in no other.

I believe in the Holy Spirit, who is fully God and equal with the Father and the Son, who convicts us of our own sinfulness and brings us the good news of forgiveness and moves us to respond in faith. In faith we come to understand that through Christ our brother God comes to regard our imperfect obedience as perfect through Christ.

The scriptures are inspired by God and bear witness to Jesus Christ and are comprised of the sixty-six books of the Old and New Testaments, which are understood fully in light of each other. We are to interpret scripture with a historical and literary understanding through the power of the Holy Spirit who bears witness to the scriptures, allowing scripture to interpret scripture and aware that no interpretation may contradict the plain sense of scripture or the rule of love.

The church universal is the company of people chosen by God who have faith in Jesus Christ who is the head of the church. The church gathers to praise God, to hear the word preached, to take the sacraments, to pray for the world and to enjoy the fellowship of fellow believers. The church disperses to serve God wherever its members may be as their daily action in the world is the church in mission to the world.

The preaching of the word and the administration of the sacraments are the essential components to the life of the church. Through the preaching and teaching of the word, God instructs and equips the church for mission. Through the sacraments our hearts are sealed with the assurance of God's promises and our union with Christ. In baptism we are engrafted into Christ Jesus, so that we might share in his righteousness. In the Lord's Supper we are joined with Christ in a manner such that he becomes the very nourishment and food of our souls, and receive from the risen and living Lord the benefits of his death and resurrection.

We also acknowledge that Christ shall visibly return for the last judgment and in a final triumph over darkness.

#### References:

# 1	Name	Rev. Dr. Doug Portz
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# 2	Name	Rev. Betty Angelini
	Relation	Former Parishoner and Colleague
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	Address	195 Taggart Road Slippery Rock, PA 16057
	E-Mail	BAngelini@pghpresbytery.org
# 3	Name	Michael Haddox
	Relation	Former Intern and Colleague
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# 4	Name	Rev. Mark DeVries

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	Relation	Youth Ministry Consultant
	Phone	615-424-2304
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	E-Mail	mark@ymarchitects.com
# 5	Name	Mark Oestricher
	Relation	Youth Ministry Coach
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	E-Mail	marko@theyouthcartel.com

Sexual Misconduct Self-Certification Statement:	I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.
	I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

*This PIF was last updated at 3/7/2016 7:27:14 AM. Brian Robert Wallace is a member of the Presbytery of PITTSBURGH PRESBYTERY. As of this date, no allegation or charges are pending against the member, nor is the member currently under judicial censure limiting the ministry or under supervised rehabilitation. The receiving body should always call the presbytery to ask for further information about any applicant, including their ministry and activities within the presbytery of membership.*

*This PIF is in the Church Leadership Connection database*