

Dr. Rich Douglass

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PROFILE

An experienced leader of multinational Christian and secular organizations offering expertise in developing successful growth strategies, training both team leaders and individual representatives and creating dynamic events and environments that engage. Strong leadership, teaching, discipleship and pastoral gifts; proven strategic planning, team building and reconciliation abilities; organizational design, budgetary, fund raising and problem-solving aptitudes. French language fluency CEFRL B2.

PERSONAL

Ordained: Southern Baptist Convention (SBC) – 2010

Married: 2006 Donna Lynn Douglass (BA Physics – Duke, MA Biblical Exposition – CIU)

Children: Zoe Noelle, (2009) Matilda Grace (2012), Gwendolyn Joy (2014)

EDUCATION

- BA in English Literature, University of California, Los Angeles (UCLA) – Dec 1988
- MA in English Literature, Midwestern State University – Aug 1992
- MA in Air and Space Science, Air University – Jun 2002
- Strategic Planning Certification, National Defense University – Sep 2002
- MA in Biblical Exposition, Columbia International Seminary – Aug 2010
- Marriage Coach Certification – Dec 2019
- DMin in Global Leadership, Alliance Theological Seminary – May 2020
- Peacemaking Level 2 Conflict Coach Certification – May 2021
- Graduate Certificate in Fundraising Management – Dec 2022
- Peacemaking Level 3 Christian Conciliator Certification – Mar 2023

PUBLICATIONS

- Douglass, R. J. (1992). *The Theatrical Nature of Life: An Examination of Roleplaying in Shakespeare's Works* (thesis). Midwestern State University.
- Douglass, R., Barber, N and Du Mond, J., (2002). *Why Space Should Be a Separate Service*. National Defense University.
- Douglass, R. (2003). *Aerospace Defense of North America*, Office of the Secretary of Defense
- Carroll, A. (Ed.). (2009). *Grace Under Fire: Letters of Faith in Times of War*. Waterbrook Press.
- Terrill, E., Horstmeyer, S., Sakuma, K., Douglass, R., & Kappel, E. (Eds.). (2015). *Monitoring, Control and Surveillance - The Next Five Years 2016-2021*. Government of Palau.
https://www.palau.gov.pw/wp-content/uploads/2016/05/palau_mcs_strategic_plan_final.pdf.
- Douglass, R., (2020). *Full Information to Intentional Solicitation - Recent Changes in Missionary Support Raising* (dissertation). Nyack College.
- Douglass, R., Douglass, D. (2021). *A God's Eye View: Survey for Yourself the Bible's Big Picture*. Amazon.

MINISTRY HIGHLIGHTS

Aug 23 – Present Covenant Grace Church (EFCA), CO Associate Pastor

- Pastor or Discipleship, Christian Education and Spiritual Formation
- Leader for the 20 Somethings Bible Study combining 3 churches young adults

Sep 20 – Jul 21 Free Church (EFCA) Lander, WY Interim Pastor

- Re-established expositional Bible based preaching and teaching ministry
- Expanded small group ministry and integrated “Sticky Church” sermon based small group
- Instituted an Ezekiel 3 Watchman program catalyzing elderly members into impactful ministry
- Reorganized membership program - numerous attenders became “functional” members”
- Catalyzed Connections Team in restarting defunct Lander, WY Triathlon Series
- Organized and led two men’s Bible studies and an all-ages marriage enrichment series
- Joined the Lord’s bringing new citizens into His Kingdom – baptisms in Sep, Oct and Nov

Jul17 – May 18 Washington Valley Chapel, NJ Interim Pastor

- Re-established expositional Bible based preaching and teaching ministry
- Began a Men’s Bible study, re-started Women’s Bible Study – over 60% weekly attendance
- Restructured anemic Wednesday night prayer meeting into dynamic evening family program
- Reorganized membership program - numerous attenders became “functional” members”
- Trained 4 elders and 2 elder candidates in Biblical Eldership – from a “board” to “shepherds”
- Instituted an Ezekiel 3 Watchman program catalyzing elderly members into impactful ministry
- Re-started church involvement in women’s pregnancy center and local homeless men’s mission
- Joined the Lord’s bringing new citizens into His Kingdom – baptisms in Jan, Feb, Mar and Apr

Jun 2015 – Sep 2017 First Baptist Church Cloudcroft, NM Associate Pastor

- Worship Pastor – Oversaw worship team, Greeters/Ushers - lead singer for Worship Team
 - Energized team of 6 musicians/vocalists - recruited 5 new members into a synergized team
 - Trained Greeter ministry leader and 12 members - significantly increased visitor appreciation
- Adult Education Pastor – Sunday school, Men’s/Women’s Bible Study, Small Group program
 - Trained 14 lay teachers, developed continuing education & church wide discipleship program
- Missions Pastor - Directed missions’ programs while providing care for 11 supported missionaries

Aug 2013 – Aug 2014 Pacific Mission Aviation (PMA) Station Manager

- Short-notice request to manage mission aviation operation for one year in Palau, South Pacific
- Responsible for budget, marketing, accounting, payroll, website, facilities, supplies, etc.
- Chief pilot responsible for coordination/operation of humanitarian and MEDEVAC aviation support
- Coordinated and executed US government illegal fishing patrol program netting +\$80k for PMA

Jan 2010 – Apr 2012 Africa Inland Mission (AIM) Missionary Pilot

- Completed 1-year advanced language training preparing for Central Africa – Albertville, France
- Trained in Nairobi to be mission aviator flying med-evac, evac under fire, routine transportation

Feb 2007 – Jan 2010 Fellowship Christian Athletes State Coordinator

- Initiated adult sports ministry with 13 annual state-wide events, recruited 100+ team members
- Developed national evangelism training program – trained and raised up next gen instructors

WORK EXPERIENCE OVERVIEW (details on pages that follow)

Sep 24 to Present RW 360 (www.rw360.org) Director of Strategic Initiatives

Aug 23 – Sep 24 NORAD and USNORTHCOM Strategic Planner

- Future planner and action officer for N&NC Homeland Defense Joint Concepts branch
- Author HDD Next briefing – set standard educating across the Command, Joint Staff & Canada
- Assessed 3-month MITRE HDD review – turned critically flawed study into productive analysis
- Developed HDD Next info paper for 4-star change of command – lauded by N&NC J5
- Lead planner and concept designer for JWC 1040 and HDD 2040 – next command emphasis

- Aug 21 – Aug 23 Rivertech Inc., Aviano Air Base, Italy Contract Instructor Pilot
- Contract instructor pilot for two 40-person USAF F16 squadrons at Aviano Air Base, Italy
- Sep 20 – Jul 21 Free Church (EFCA) Lander, WY Interim Pastor
- Established discipleship ministry, restructured small group program, transitioned new leadership
- Jun 18 – Sep 20 Chenega/Lockheed Martin, Japan Chief Instructor Pilot
- Combining ministry and secular: Mentored 4 pastors while leading F-35 pilot training, a \$12 billion flying program for the Japanese Air Self Defense Force (JASDF)
- Jul 17 – May 18 Washington Valley Chapel (C&MA church), NJ Interim Pastor
- Worked with District leadership to transition struggling church in suburbs of Newark, NJ
- Aug 14 – Jun 17 Chenega/Sonoran Technologies, Japan/NM Chief Instructor SEAD
- Bi-vocational associate pastor for adult education, missions and worship
- Aug 13 – Jul 14 Pacific Mission Aviation, Palau Station Manager and Chief Pilot
- Partnered with US, Japan, Australia & Palau to develop an infant mission aviation program into an international MEDEVAC, Search and Rescue and Maritime Patrol organization
- Aug 12 – Jul 13 USAF, Germany Simulation Specialist
- Managed \$8 million simulator renovation project while serving as USAF contingency pastor
- May 10 – Jul 12 AIM AIR, France and Kenya Mission aviation pilot
- Full time studies in French language and culture - tested at B2 level
 - Entry level mission aviation pilot trainee at AIM AIR facility in Nairobi, Kenya

MILITARY EXPERIENCE

- Jan 07 – Apr 10 USCENTAF, Shaw AFB, SC. Chief of Combat Plans
- Supervised a 30- person team responsible for planning all air combat and combat support missions in Iraq, Afghanistan and the Horn of Africa. Served as organizational theory and strategic planning consultant for USAFRICOM standup. Rank: Lt Colonel
- Apr 06 – Dec 06 49 FW, Holloman AFB, NM. Special Assistant
- Commander's rep for Distinguished Visitor conferences & special projects. Rank: Lt Colonel
- Jun 05 – Mar 06 8 FW, Kunsan AB, ROK. Chief of Safety
- Oversaw all aspects of ground, weapons, HAZMAT, aerospace physiology and flight safety for 5,000 personnel. Directly supervised 8 safety professional subject matter experts. Lead investigator and compliance inspector. Rank: Lt Colonel
- Oct 02 – May 05 HQ NORAD, Peterson AFB, CO. Chief of Plans and Forces
- Supervised a 200-person international, military and civilian government agency team. NORAD representative for US of Defense Department strategic planning documents. Organizational/strategic planning consultant for USNORTHCOM. Rank: Major
- Jul 02 – Sep 02 ACSC, AL & JFSC, VA. Graduate student
- Dec 00 – Jun 01 63 FS, Luke AFB, AZ. Chief, Weapons and Tactics
- Senior instructor for 35 F16 instructor pilots as well as classes of 20+ students in 6-month F16 TRU syllabus. Lead Instructor for upgrading F16 instructor pilots. Rank: Major
- Dec 99 – Dec 00 56 FW, Luke AFB, AZ. Flight Safety Officer
- Responsible for Wing Safety program comprised of 188 F-16 aircraft worth \$4 billion and an annual flying program of 38,000 sorties and 50,000 flying hours, mishap investigation and

prevention efforts of 16 fighter squadron Flight Safety Officers and Unit Ground Safety representatives. Lead investigator for three Class A (complete loss of aircraft) mishaps. F-16 Instructor/Mission Commander. Rank: Captain

Feb 97 – Dec 99 56 TRS, Luke AFB, AZ. Flight Commander
• 3 assigned/7 attached F16 academic instructors. Commander's representative to 2 assigned international squadrons. F-16 Instructor Pilot/Mission Commander. Rank: Captain

Jun 94 – Feb 97 389 FS, MHAFB, ID. Chief of Safety
• Responsible for \$840 million F-16 squadron safety program. Authored 4 safety award nominations garnering national command recognition for squadron's safety efforts. Lead investigator Class A F-16 Four Ship Flight Lead/Mission Commander. Rank: Captain

Apr 93 – May 94 36 FS/DO, Osan AB, ROK. Weapons/Computer Officer
• Responsible for Navigation Planning materials for a squadron of 18 F-16 Block 40 aircraft worth \$630 million. Combat Mission Ready (CMR) F-16 pilot. Rank: Lieutenant

Mar 90 – Mar 93 Sheppard / Mac Dill AFB, FL. Student Pilot
• Student Pilot in F-16C fighter aircraft for United States Air Force. Rank: Lieutenant.