

To whom it may concern:

Thank you for your consideration of me to serve our community as a member of the Lake Wales Charter School Board of Trustees. The purpose of this document is that you may get an understanding of some of my experience, qualifications and passion for young people, who are the future of our City.

Our family has loved Lake Wales since the moment we visited here almost 5 years ago. We have put our roots down here, and are willing to serve in whatever capacity to do our part in making this the best school system it can be. To give our students their best chance at a successful life and career.

Having been raised by 2 school teachers in the State of Kentucky, education has been an integral part of my life for as long as I can remember. I have been married to a Kindergarten teacher for 29 years! She is currently in her 5th year of teaching at Polk Avenue Elementary. We have two daughters who are both married and have careers. My hobbies are hunting, fishing and golf.

i am attaching 2 resumes, one is my business resume, and the second is my ministry resume. You are welcome to dig into those if you want to take the time, but I would like to list some things below that will highlight some experience that I hope could be an asset to use as a trustee.

I have over 25 years of successful business experience (which you can see in my resumes), most of this time was spent in Fortune 500 companies.

However, in 2006 I found myself bankrupt spiritually, mentally and physically and found myself in a drug and alcohol rehab.

I finally answered God's call on my life in 2006, and since then, God has been working in and through me and my family.

I spent the first almost 40 years of my life serving myself and made a vow that for the rest of my life I would use my experience, story and passions to serve others.

I finally left corporate America in 2012, and pursued ministry full-time.

Below are some things that may be important to you all as you search for the next member of your team:

- I have been an assistant Football Coach at Lake Wales High School for the past 3 seasons
- I have mentored at risk students in a weekly lunch meeting, even having had several of them live with me for a while.

- In 2020, I left traditional church ministry and launched Refuge on the Ridge at the former Chalet Suzanne. We are a 10 month faith based regeneration program for men battling drug and alcohol addiction. Our mission is to put families back together one man, one family at a time.
- While at High Point Church, as a part of my job, I was the youth pastor for 2 of the 3 years I served there.
- While in Mississippi I volunteered as a football coach at a local high school and ended up being the head boys basketball coach. My last year there, I was hired as the athletic director for the school.
- Served on multiple church elder boards and councils.
- Served as a board member of the local Red Cross.
- Served on a the board of Mission Mississippi, an organization created to build racial reconciliation.
- Successfully managed a \$20 million dollar profit and loss business unit. I have an understanding of expenses, income and the importance of setting and managing a budget.
- Successfully led teams of over 20 direct reports.
- Been involved in Youth ministry for over 15 years.

I hope this helps, and if you have any other questions at all, feel free to reach out and ask.

Respectfully,

Andy Blair
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ANDERSON P. BLAIR

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SALES MANAGEMENT

Regional Director of Sales ~ General Manager ~ Manager of Sales Development

Dynamic, results-oriented professional combining a track record of success driving sales and revenue growth with proven expertise in building and developing high performance teams. Exceptional presenter and communicator with advanced ability to cultivate long-lasting relationships with customers. High energy leader; expert at selecting, training, motivating and retaining top talent. Demonstrated ability to turnaround underperforming teams; driving new business development and account retention to achieve superior results.

Areas of expertise

Executive Level Presentations □ Account Management □ New Business Development □ Consultative Sales Cycle
Recruitment & Selection □ Team Building □ Training & Development □ Relationship Building □ Employee
Development Forecasting & Reporting □ Revenue Generation □ Customer Retention □ Marketing □ Field Sales
Management

PROFESSIONAL EXPERIENCE

MANITOWOC FOODSERVICE , Tampa, Florida □ 2010 – 2012

Market leader in commercial heating, cooking, ice-making, beverage dispensing, and refrigeration equipment with \$4.0 billion in revenue and over 13,000 employees.

Manager of Sales Development– Global Pepsi Bottling Team

Drive sales growth of fountain equipment and parts with a territory responsibility for \$12 million in revenue. Penetrate accounts and cross-sell / up-sell to customers across a client base of Corporate and Franchise Pepsi Bottlers for the entire Eastern half of the United States. Territory from Maine to Miami FL, to Midland TX.

Selected Achievements:

Recognized with a Sales Achievement Award for Outstanding Sales Performance in 2010.
Exceeded Sales Expectations in first year by over \$1.8 million dollars in 2010.
Achieved 328% of equipment sales goal in 2010.
Achieved 144% of parts sales goal in 2010.
Managed Travel and Entertainment expenses under budget in 2010.

CINTAS, Tampa, Florida □ 2002 – 2010

Provider of highly specialized services to business of all types with \$3.2 billion in revenue and over 30,000 employees.

Regional Director of Sales – Global Accounts & Strategic Markets

Provide leadership to a team of 19 sales representatives and 3 sales managers in driving sales growth of corporate identity apparel programs with a P&L responsibility for \$20 million in revenue. Penetrate new accounts and cross-sell / up-sell to existing customers across a diverse client base of hotels, hospitals and casinos in Florida, Alabama and Mississippi.

Selected Achievements:

Honored as #1 Sales Growth Region in the Company in 2008 and 2009.
Motivated and developed sales team, propelling 10 sales professionals to President's Club Award recognition in 2007, 2008 and 2009.
Recognized with Outstanding Achievement Award in 2007 for superior performance.
Achieved President's Club award in 2007.

Regional Sales Manager – Houston TX - National Accounts Sales Division

Led team of over 10 sales professionals in expanding business opportunities within new accounts and existing client base across several Southern States including New Mexico, Oklahoma, Texas, Louisiana, Mississippi, Alabama and the panhandle of Florida with an overall P&L of \$11.5 million in sales revenue. Forged a high performance culture, instituting weekly “One-on-One” reviews that became standard operating procedure utilized across all regions.

Selected Achievements:

Revitalized underperforming Region, elevating team from last place ranking in 2003 to first place in 2004 and achieving recognition as the only Region across the country to exceed sales and profit plan in 2004.

Honored as #1 New Business Sales Region in the 2004 and 2005.

Received first annual “Gung Ho Award”.

Recognized with Outstanding Achievement Award in 2006 for superior performance.

Achieved President’s Club Award in 2006

Boosted employee morale and engagement, reducing turnover to lowest levels in the Company.

Slashed credits and returns from 11.23% to 6.53% of sales.

WORLDCOM / INTERMEDIA COMMUNICATIONS, Atlanta, Georgia □ **1999 – 2002**

Telecommunications company offering a variety of services to individuals and businesses.

District Sales Manager – Atlanta, Georgia

Directed sales of building centric services including Nortel Networks PBX equipment and voice mail, local and long distance telephone service, frame relay and high speed internet access to a portfolio of Class A office buildings in Georgia, Tennessee and Alabama. Led a sales team of 8 representatives in growing a customer base of over 600 clients and \$9 million in billed revenue.

Selected Achievements:

Boosted sales growth from 73% of quota to 92% of quota within 7 months.

Earned “Rhino Award” in February, March and April, 2002.

District Sales Manager – Indianapolis, Indiana

Marketed and sold a variety of building centric communications services to an expansive portfolio of Class A office buildings throughout Indiana, Ohio, Pennsylvania, Tennessee and Alabama, leading a team of 12 sales representatives with over \$6 million in billed revenue.

Selected Achievements:

Won multiple “Rhino Awards” in 2000 and 2001 for outstanding performance.

Elevated team from “worst to first” from 1999 to 2000 through superior leadership and motivation.

Ranked #1 of all District Sales Managers nationally in 2000 and 2001, earning President’s Club award both years.

Exceeded quotas, achieving 134% in 2000 and 106% in 2001.

Senior Account Manager – Nashville, Tennessee

Spearheaded development of Birmingham, Alabama market, selling a variety of building centric communications services to a customer base of over 100 accounts.

Selected Achievements:

Catapulted billing from \$0 to over \$30,000 per month in only 5 months in the Birmingham market.

Vaulted sales to 160% of quota.

Additional accomplishments took place in the following roles within Avaya Communications:

Senior Account Executive – Government Solutions. Marketed telephone systems to various commercial accounts, Federal Government Agencies and Military Installations, opening up the Jacksonville, Florida Naval Air Station with \$300,000 in new equipment sales.

Senior Account Executive – Team Leader. Recognized with several awards for superior sales performance including two National Sales Excellence Awards (Top 5% in the Nation).

Sales Manager. Boosted district sales from \$30,000 to over \$1 million per year, achieving National Dealer of the Year and National Sales Excellence Award (Top 5% in the Nation).

*Other previous roles included Sales Representative positions with Bellsouth Mobility and Electronic Business Machines.
Details on request.*

EDUCATION

Bachelor of Arts – Journalism (Advertising & Public Relations), *Morehead State University, Morehead, Kentucky*

ANDERSON P. BLAIR

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Areas of expertise

Ordained Church of God Minister □ Preaching □ Small Group Ministry □ Church-wide Campaigns □ Fundraising □ Mentoring
Leadership Development □ Team Building □ Training & Development □ Relationship Building □ Teaching

MINISTRY EXPERIENCE

HIGHPOINT CHURCH , Lake Wales, Florida □ June 2017 – Present

A Congregation of believers now with around 600 in attendance on Sunday.

Family Life Pastor

- We were brought in to break up some silos, change the culture, and to develop a strategy to minister to the families in our church who had children from the cradle to college.
- Chose Orange as our church wide strategy to minister to and build Family Life ministries on.
- Consolidated our nursery , children's, and student ministry into one team, Family Life Ministries.
- Developed a vision, mission and values policy for Family Life Ministries
- Transitioned our children's ministry and our Student ministry to an all volunteer team.
- Implemented Child and Student Check -in to all events/ services.
- Implemented Breeze as our church wide CRM platform.
- Hired two staff members to Family Life Ministries.
- Oversaw all Marketing, Social Media and Communications for the church.
- Led a team to launch a Celebrate Recovery ministry.
- Use Student Summer Interns during the summer from The Intern Academy
- Ministry in Honduras
- Expanded our Children's Ministry and our Student Ministry by over 40%

CROSSPOINT CHURCH , Natchez, Mississippi □ January 2014 – Present

A Congregation of believers now with around 100 in attendance on Sunday, with over half of those people involved in serving our church or community in other ways.

Senior Pastor

- In January of 2014 upon my arrival we averaged 35 a week for the month of January. In January 2015 we averaged 82 per week on Sundays. We ran 105+ over the past 3 weeks of December. February 2014 our Sunday average was 47, and February 2015 our average was 77. Our September 2015 average was up to 104. One of the most exciting parts of our growth is that we had 3 or 4 children going to children's church in 2014 and now ,when we dismiss them, there are almost 20 children that get up and leave for children's church.
- Lives are being changed! We had 12 baptisms in 2015, and dedicated 8 babies last year. When we left in June of 2016 we had 14 baptisms and 3 more were ready to be baptized in November.
- Implemented a CRM called Simple Church to track attendance, follow ups, and track giving. This also serves as a church directory. We are currently in the process of looking at other CRM solutions.
- Launched a customized church App from Aware3.
- We launched a new website.
- Vision / Mission / Values - These have been hard to understand and articulate to people we meet. We have felt we need to cut the clutter and come up with a simple vision statement that does two things. One, it's easy for people to remember and to tell people. Two and just as important, as the first is this. Everything that we do as a church, whether it be a certain program, event, mission, or any decision we make be run through the filter of , does this align with our vision / mission as a church.
- New mission statement - "A come as you are church committed to being the hands, feet and voice of Jesus"
- **Building Renovation** - We have a 30,000 sq. ft facility that was once a health club, skating rink among other things through the years. We focused on 3 areas in order to attract families with children and students. Our lobby, our children's area and our student's area. We went with a coffee bar feel in the lobby. We live in the coffee house world today and people feel comfortable the moment they walk in the door. We named our coffee bar "Crosspoint Grounds" . For the children's areas we moved walls, made new rooms and painted all of the area and put down new carpet or went with the concrete floor in the student area. Our theme, which is timeless, is a modern rustic theme. We were able to use almost exclusively reclaimed or recycled items for everything except for the paint. All of the tin, wood, bricks, tables and even the carpet are all 100% recycled or reclaimed wood. We were able to give our facility a complete makeover for much less than what it would have cost us to do it any other way. We also keyed in on the fact that our remodel was done with reclaimed material just like us!

- **Building Use** - "Crosspoint Sports Ministries" Our building was not being used. so we started Karate classes two nights a week. We also now have children's gymnastics two nights a week. Each class is started with a short bible story and prayer. There are children's basketball teams that use our facility as well two nights a week. In addition, there will be a year long community wide diabetes and heart prevention exercise class held at the church starting in February 2016. We feel that the more people that we get into our building to see our facility, the more we get the word out.
- **Assimilation / Hospitality Teams** - We implemented 4 teams of people called "First Impressions Teams". Each team served one Sunday a month and handled all of the greeting, the coffee bar, and made sure that everyone that comes onto our property has a positive "first impression".
- **Children's Ministry** -
 - In addition to remodeling the space, the most important change we made was in our Children's curriculum. We spent months researching and talking with other churches and chose the "Orange" curriculum for our Children's church. The material itself is great, and there is a new wind blowing through our Children's ministry and kids AND their parents have bought into this. When it comes to attracting and keeping younger families, an outstanding children's ministry is one of, if not the most important, things that young families look for. Our goal is to be known as THE church to bring your children to.
 - First Wednesday - Wednesday nights are designed around our kids. They met each week and go over the monthly songs they learn each month on Sunday mornings as well as memorize the monthly Bible verses
 - Fifth Sunday - On every fifth Sunday in a month we allowed our children's workers to be in worship with their family. It also it exposes the kids to "big" church a few times a year where they get to worship with their parents.
- **Student Ministry**
 - Student Ministry Intern - Brought in a Student Ministry Intern that was been with me from January a through May of 2015. We will be joining the Intern Academy this summer.
 - We took students to IYC in 2014 and 2016, and to Houston in January 2015 for Passion
 - We also took a group of Students to Church on the Street in Atlanta in the summer of 2015.
 - Myself and a pastor from an African American church hosted an area wide Youth Summit back in February 2015. We hosted and funded it. We had over 100 high school students there and had sessions for students throughout the day for students about different topics such as relationships, bullying and a seminar about the dangers of synthetic marijuana (K-2 or Spice). We also had a Christian rapper named TwiceBorn come down from Jackson and do a concert for the students.
 - I was asked by our State ministry team to put together a Student Leadership Institute. We asked each church to send their high potential leaders, who had to be nominated by their pastor, to spend the weekend at the State Campground with other student leaders and their student ministry pastors. We had Chip Taylor come in and do workshops and team building throughout the weekend and hired a local worship pastor to lead worship for the weekend as well. We had almost 70 students there. We identified a group of leaders from that group which we will bring together as our State Leadership Team who will help dream, plan and implement the State Youth Convention each year.
- **Social Media** - Facebook - We are very active on Facebook and have as many people who have found us on Facebook as have found us at our Website. Instagram and Twitter are still really not that big here in Natchez. When working with Students back in Florida these two forms of social media are excellent ways as well to get the word out about what is going on at church.
- **Pastor's Class (Crossing Over)** - Implemented a class for newcomers to teach them about our church, membership, serving opportunities, and expectations. At our last class in September 2016, we had 28 attendees.

- **Volunteer at Schools / Athletic Director / Head Boys Basketball Coach (Trinity Episcopal Day School)-** I volunteered as an assistant Football Coach for the first two years I was here and last spring was asked to take over the Athletic program as Athletic Director and head Boy Basketball coach. I believe it's important for staff to be involved in our community.
- **Life Groups** - There were no small groups or life groups, when we arrived. I know from personal experience, that Life Groups, doing life together, is an important piece of each person's spiritual health. We now have over half of our members in groups meeting most nights of the week.
- **Recovery Ministry** - We started an AA meeting on Tuesdays at 5:30 p.m and that has really taken off. I have also made it known to other recovery groups that our building is always available if they would like to start a meeting. I would LOVE to start a Celebrate Recovery ministry but we just don't have the number of volunteers it would take to pull that off at this point.
- **Worship Team** -
 - Stage Sets - We have built several portable stage backgrounds or sets using reclaimed materials and other material that is inexpensive, interchangeable and easy to move around. This gives each new sermon series or seasons a little different look every few weeks.
 - Lights - We now have LED lights to light the stage and the back wall, giving us the ability to do different things with lighting.
 - Planning - We purchased a license for Planning Center Online which allows us to plan services, the worship team to opt in or out for specific weeks, as well as listen to and practice their music before rehearsal.
 - We are now using Pro- Presenter for our multi-media projection software. This was a huge upgrade from Song Show which they were using before. It also allows an upload from Planning Center Online which means we do things once not two or three times.
- **Missions** -
 - We started a new mission team called the "Hands and Feet Team" their mission is "To never miss an opportunity to love and serve".
 - We "socked" all the nursing homes around Christmas and took socks to all of them and sang Christmas Carols.
 - We started a "Crisis Closet" where we stock emergency items that people need immediately. For example: We collected diapers and wipes last month. This month it's soap, deodorant, toothpaste etc.
 - Laundry Love - For the past year we show up unannounced at a laundry mat and we carry the people's cloths in, pay for the washers and dryers, fold them, and while they're waiting we have pizza and drinks and try and build relationships with them.
 - There is an inner city ministry here called D&J learning center that is run and financed by a couple in town. They provide a safe place for kids to go and do their homework on computers and have tutoring available for the kids as well. They were given a house next door to the one they had already fixed up. This is a former crack house that was stripped down to nothing but the brick walls. We decided to adopt this project and were able to take an offering and provided them with the \$2,500.00 in material that they needed in order to get their second house fixed up.
- **Boards and Organizations**
 - Board member of the local Red Cross
 - Active member of the Natchez Ministerial Alliance
 - Member of "Mission Mississippi". Their vision is "To be the leading resource and catalyst for Christian racial reconciliation and healing for Mississippi and the world.
 - Subscribed for my first year to Nelson Searcy's "Renegade Pastors Network". This provided resources, seminars and personal coaching to help speed up my learning curve.

BAYSIDE COMMUNITY CHURCH , Safety Harbor, Florida ✉ 2008 – 2014

A Congregation of believers with about 1,000 members in attendance on Sunday, and approximately 150 +- students in our student ministry.

Student Ministry Coach– Harbor Student Ministries

I was on Pastor Chip Taylor's team since 2008. I started off coaching a group of sophomore guys and mentored and poured into them until they graduated from high school. Of the 8-10 core students from this group, two are now serving as coaches on our team and another one of my former students will be serving in some capacity as a missionary in Beirut after graduating from college.

Teaching Team – Harbor Student Ministries

One of three people on Pastor Chip's team that did the preaching/teaching for our Sunday morning student service

Technical Director and D team coach – Harbor Student Ministries

As Technical Director my job was to Recruit, Train, Schedule and Facilitate all aspects of our Sunday morning programming. This includes experience in Planning Center Online, Pro Presenter, video projection, lights, as well as running our sound board. As a D Team coach I was part of planning themes, decorations, and creating sets for our various series.

Connect Group (Small Groups) Director – Harbor Student Ministries

Was asked to lead our Connect Groups for our ministry the semester I left. I was responsible for recruiting our coaches to help lead, our students to lead, and also the curriculum that we would be using.

Volunteer Assistant Football Coach (Team Chaplain) - East Lake High School

I was called an assistant coach because of the politics involved in our public schools, but am truly a team chaplain. Our Head Coach was a Christian and wants all the positive influences around these kids that he can get. On game day we had an optional FCA meeting at 4:00 p.m. for home games and earlier if we are traveling to an away game. We average about 30 or so of the 60 some players on the team. I gave a 10-15 minute talk about what ever topic the coach wants and tie a scripture / bible story to it.

Co-Leader – Infinity Ministries

Infinity is our college age / young adult ministry. I co-lead this group along with Lori Taylor. We meet each Monday night at 7:00 p.m. for fellowship, worship and study. We have recently finished a study of the Book of James, Circle Makers, and First Peter. We also have several activities we attend each year as well as seasonal parties. Passion in Atlanta is in January and we took approximately 70 students / young adults this year. Also, we go camping in North Georgia each summer for a week. I also mentor 4 guys who attend this group who are Alcoholics and or Drug Addicts who do not attend 12 Step meetings.

Small Group Organizer – Bayside Community Church 2010

Our church, historically, has struggled in organizing and implementing small groups. I was given the opportunity in 2010 to organize and implement a church wide campaign to get people involved. The church's goal was 250 people. From the very beginning, my goal was 500, and I was told time and again that was an unrealistic number. We actually had over 530 participants in the campaign, many of which are still meeting. I have a real passion for small groups as they have been instrumental in my personal faith journey.

Church Wide Organizer– Bayside Community Church

This spring we had our Second "Do Something" Campaign. We offered our congregation several options to do something "missional" during a weekend. Our students had a neighborhood block party at a local community park in a lower income area, we had a work day at a local homeless shelter called Pinellas Hope and also partnered with "Change This World" to pack meals for children in Honduras. We had only 4 weeks to promote this and used tables in the lobby, online registration, made humorous videos, as well as pulpit announcements. We had over 700 people in our congregation participate in "doing something" for someone else. The thing I am most proud of is this. We had funding to pack 25,000 meals and I convinced our committee that we needed to have faith and pray and needed to double our meals to 50,000. We simply asked for donations at the packing event and God came through, we covered our costs! I love watching God work when we step out of our comfort zone into faith.

Praise Team – Bayside Community Church

Was a member of the vocal team until my other responsibilities at church would not allow me the time to be on this particular team. I felt like I could make a bigger Kingdom impact by serving in other areas of the church

Credentialin g / Continuin g Education

Church Planting Assessments – Went through the assessment process with Dr. Greg Wiens. Dr. Wiens has determined that I have the personality, emotional intelligence and heart for church planting. Also went through the Stadia Church Planting assessment in 2016.

Ordination – I was ordained in the Church of God in February 2017.

Other previous roles included being on a Church Council, various praise teams as well as teaching Sunday School and leading small groups. Details upon request