

## **The Reverend Doctor Antonio José Gallardo Lucena**

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### **PROFESSIONAL AND PERSONAL MISSION**

I believe in a God that is Love and Compassion. I intend to make that experience of God a reality to everyone by promoting social and economic well-being, by inviting people to recognize their God-given gifts, and by equipping them in joining God's work in the world.

### **KEY PROFESSIONAL HIGHLIGHTS**

- Over 30 years of proven performance as a leader, strategist, external champion, builder and internal manager in the private and social sectors, in organizations of different sizes, in various countries, and working with individuals of as many as 117 different nationalities.
- A strategist who has successfully supported more than one million vulnerable children and families through the development and implementation of initiatives based on evidence and best practices; these initiatives were focused on economic sustainability, education and health.
- Demonstrated accomplishment of organizational goals with a high level of excellence, building upon the talents of team members, and collaborating with external and internal key stakeholders, always within or below the projected budget.
- Steward of financial resources from medium to large-size organizations, and yearly budgets ranging from \$ 300k to \$ 200 million.
- Proven expertise in initiating strategic partnerships, and in cultivating existing relationships in support of organizational goals.
- Have led efforts resulting in increased levels of lay leadership, as demonstrated by increased participation in governing bodies, involvement in congregational ministry and diocesan initiatives.
- Extensive work in congregations with majority-white and Latino groups, resulting in increased levels of engagement of minority groups, balance of power and allocation of resources.
- Increased the level of knowledge of Latino-Hispanic cultural and spiritual traditions in majority-white congregations, resulting in an increased level of participation and attendance of non-Latinos in Latino-Hispanic worship and events.
- Recognized by former Presiding Bishop Michael Curry, and former President of the House of Deputies Gay Clark Jennings with an appointment to Chair a church-wide Task Force on Latino-Hispanic ministries.
- Elected to Corporation of the Diocese and Standing Committee in EDLA; appointed as representative to the Diocesan Council and the Program Group on Missions. Appointed by the Diocesan Bishop to co-lead the following initiatives: One in The Spirit, Mission Shared Fund, The Future of the Church, Diocesan Capital Campaign, Bishop's Budget and Finance Task Force, and Joint Budget Committee, among others.
- Elected to the Joint Nominating Committee for the Election of the Presiding Bishop of TEC.
- Recipient of "The Most Promising Young Businessman" award in my native country Venezuela, and the "Potential Future Global Leader" award from the Japanese Government.

## PROFESSIONAL EXPERIENCE

### RELIGION AND SPIRITUALITY

#### **Rector, St. Luke's / San Lucas, Long Beach**

*February 2022 to Present*

Spiritual leader and administrator for a cardinal multicultural congregation in an urban setting. Elected as the first Rector of color as a demonstration of the congregational journey to embrace the richness of its diversity. Have continued the foundation set by predecessors in becoming a Beloved Community and created the framework for future work through a congregation-wide agreed upon vision, mission and values. Provide support to more than 45 lay-led ministries, groups and activities. Work with community partners, including faith leaders, community organizers, the city and other local entities, in pursuing a better future for those at the margins of society, by promoting policy changes on housing, guarantee income and immigration. Continue to work in alternative ways to generate revenue through grants, and the rental of our facilities.

#### **Priest in Charge / Vicar, St. Luke's of the Mountains, La Crescenta**

*February 2019 to January 2022*

Spiritual leader and strategist for a multicultural mission church striving to be one in Christ. Equipped congregants to join God's work in the community. Challenged community to dream big. Reduced financial dependency on the Diocese by 45% through the implementation of revenue-generating models. Helped the community realize that they are the Church, building and promoting lay leaders. Number of contacts per week tripled during COVID, volunteer participation doubled, and Latino-Hispanic leadership increased.

#### **The Episcopal Diocese of Los Angeles**

*July 2020 to June 2024*

Appointed by former Bishop Suffragan Diane Bruce to facilitate a Diocesan group of clergy serving Latino-Hispanic communities, determining areas where they need support, and securing the support needed. This group went from meeting every couple of months, with no specific agenda and low attendance to weekly meetings during most of the pandemic, with a high level of attendance and engagement. Provided training opportunities to address some of their needs, ranging from self-care to the most recently translated Book of Common Prayer. Advocated with the Diocese for equity pay, and for support to those with no immigration documents.

#### **Pastor Latino Ministries, All Saints, Pasadena**

*July 2015 to February 2019*

Spiritual leader for the Latino-Hispanic community, including worship design and preaching, budget management, and pastoral care. Liaison and advocate throughout the entire congregation for recognition of the gifts of the Latino-Hispanic community. Created and promoted efforts aimed to bridge the Latino and Anglo traditions resulting in increased bilingual and multicultural congregation-wide activities. Equipped leaders in the Latino-Hispanic community to seat at various decision-making tables in the congregation.

### NON-PROFIT AND PHILANTHROPY

#### **Chief Program Officer (CPO)**

##### **First 5 Los Angeles – Public Foundation**

*October 2010 to September 2013*

Oversaw implementation of a program grant-funded portfolio exceeding \$ 1 billion. Managed a budget of \$ 200 M / year, and selection & monitoring of more than 300 grantees. Led diverse team of more than 120 employees across several functions: public affairs / communications, public policy, program development and assessment, grantmaking, place-based investments, resources leveraging, and research & evaluation. Reduced time to implement programs by half with significant increase in community participation.

#### **Deputy Director**

**FIELD (Farmworker Institute of Education & Leadership Development)** *August 2002 to July 2005*

A division of the César E. Chávez Farmworkers Movement. National initiative promoting accessibility to mainstream of the US economy to marginalized Latino groups through workforce development, policy, and advocacy. Managed operations of all organizational functions including research & policy, program development, implementation, evaluation and compliance; contract, financial and facilities management; human resources, legal counsel, communications, fund development. Ensured financial stability of organization, reduced turn-over rate, professionalized operations.

*President / CEO*

**PhAME, Inc. (Philadelphia Area Accelerated Manufacturing Education).** *July 1996 to August 2002*

Workforce development effort that provided access to family-sustaining jobs for under-represented groups, while supporting the regional manufacturing sector. Nationally recognized by ensuring PhAME's graduates achieved the highest percentage increase in wages, and job retention 20% above the national average for same population. Success was featured in Fortune Magazine, and in ABC National News.

## **ACADEMIA**

*Lecturer, Business School*

**California State Polytechnic University, Pomona**

*June 2016 to Present*

Develop, implement, and evaluate undergraduate and graduate courses in the Business School. Areas of work include Social Entrepreneurship, Innovation, Strategy Development and Business Management.

*Instructor, Department of Engineering, Information Systems and Technical Management*

**University of California (UCLA), Los Angeles – Extension**

*December 2008 to August 2015*

Developed, implemented, and evaluated courses in Information Technology Management.

*Research Engineer, Iacocca Institute*

**Lehigh University, Bethlehem, PA**

*January 1995 to June 1996*

Managed a National Science Foundation's project to develop a career path for under-represented individuals pursuing family-sustaining jobs. Worked in collaboration with five academic institutions, a non-profit organization, and Chrysler, General Motors, and Ford.

*Professor, School of Sciences*

**Universidad Centro Occidental Lisandro Alvarado (UCLA), Venezuela**

*September 1990 to July 1993*

Developed, implemented, and evaluated courses in Information Technology.

## **CORPORATE AND CONSULTING**

*President & Chief Executive Officer*

**Fundamental Resources for Advancement & Innovation (FRAI) Inc.**

*November 2005 to Present*

Promote strategic decision-making in non-profit organizations, faith-based organizations, private entities, government agencies, and religious organizations. FRAI has supported 100+ organizations through research and evaluation, planning and strategy, operational efficiencies, and governance.

*Project Manager, Information Systems Department*

**Products of Corn Corporation (PROMASA), Venezuela**

*February 1988 to July 1993*

Promoted systems change in the role of the Information Systems department from a developer of solutions to being a strategic partner for the organization working in collaboration with other business units.

## EDUCATION

Diploma in Theology, Bloy House, 2019.

M.Div., Claremont School of Theology, *Claremont, California, 2018.*

Ph.D., Business and Economics, *Lehigh University, Bethlehem, Pennsylvania, 2004.*

M.S., Manufacturing Systems Engineering, *Lehigh University, Bethlehem, Pennsylvania, 1993.*

M.S. candidate, Industrial Management, *Universidad Experimental Politécnica, Venezuela, 1993.*

Certificate-Information Systems Management, *Japanese International Cooperation Agency (JICA), Japan, 1993.*

B.S. with Honors, Information Systems Engineering, *Universidad Centro Occidental Lisando Alvarado (UCLA) Venezuela, 1990.*

## AWARDS AND RECOGNITIONS

Excellence Award: Use of IT to Support Manufacturing Education, *Unigraphics Solutions, USA.*

National Leadership in Workforce Development, *U.S. Department of Labor, USA.*

Scholar Recipient, Latin American Scholarship Program of American Universities (LASPAU), *a program of Harvard University.*

Most Promising Young Businessman in the Country, *Sivensa Foundation, Venezuela.*

Potential Future Global Leader, *Japanese Government, Japan.*

High Academic Achievement, *UCLA and FUNDAYACUCHO Foundation, Venezuela.*

## CURRENT LEADERSHIP APPOINTMENTS

Elected to Standing Committee, and as Deputy to the 2024 General Convention.

Representative of the Standing Committee to the Corporation of the Diocese and Program Group on Mission Congregations.

Appointed Trustee at the Episcopal Divinity School, and Chair of the Investment Committee.

Appointed Board Member at the Downtown Long Beach Alliance, and Chair of the Safety Committee.

Appointed to the State Council, PICO California

Member of the Coordinating Group, Sacred Resistance, Los Angeles.

## LANGUAGES

Fully bilingual: English and Spanish.

Basic Italian and Portuguese.

Willing to learn more languages to speak the language of the heart of more people in the Church.