

PASTORAL REPORT & ACCOMPLISHMENTS

At El Redentor Presbyterian Church (2002 – 2018)



Rev. Carmelo Mercado, DMin, ChFC®

EARNED EDUCATION

- **Chartered Financial Consultant (ChFC)®**
THE AMERICAN COLLEGE, Bryn Mawr, PA. 2009 – 2013.
Certification: Advanced Comprehensive Financial Planning
- **Doctor of Ministry (DMin)**
LOUISVILLE PRESBYTERIAN THEOLOGICAL SEMINARY, Louisville, KY. 1997 – 2004.
Major: Practical Theology in Intercultural Leadership
G.P.A.: 3.45/4.00

PROFESSIONAL EXPERIENCE

- **CHAPLAIN & KEYNOTE SPEAKER FOR WESTMINSTER RETIREMENT FOUNDATION**
Westminster Communities of Florida, Orlando, FL. **2016 – Present**

With significant training in personal relationships and appreciation of the gifts that older adults bring to life, provide pastoral counseling and therapeutic guidance services to 400 English- and Spanish-speaking residents in the state's largest faith-based, nonprofit senior living organization. Coordinate field trip activities; lead four weekly ecumenical and bilingual chapel gatherings; visit hospital/rehab centers; counsel personnel and assist them with social support services; and develop programs to enhance the spiritual growth, emotional wellness, and intellectual development of the residents and staff at the Presbyterian-affiliated retirement communities. Invited keynote speaker on behalf of the affordable housing communities at the Foundation banquets and the Board of Directors meetings. Awarded best Spiritual Wellness program at annual corporate gathering in 2018 for chaplain's innovative leadership.

- **PRESBYTERY MODERATOR, COUNCIL CHAIR & PRESIDENT OF THE BOARD OF DIRECTORS**
Central Florida Presbytery, Inc., Orlando, FL. **2015 – 2016**

Elected by peers as the presiding officer for 2015 of the regional governing body and parliamentary judicatory in 10 Florida counties with 21,000 constituents and millions of dollars in assets under management (AUM). Elected Chair of the Presbytery Council (Executive Committee) and President of the Board of Directors for 2016. Worked closely, effectively, and genially with the Stated Clerk/Executive Presbyter, the Parliamentarian, the Chair of the Committee on Ministry (COM), the Chair of the Committee on Preparation for Ministry (CPM), the Chairs of Resolution Teams for Gracious Dismissal, the leaders of other Presbytery committees, and every member of the Presbytery staff.

- **FOUNDING ADJUNCT PROFESSOR OF SPIRITUAL FORMATION**
Wesley Seminary at Indiana Wesleyan University, Marion, IN. **2012 – 2016**

Based on many years of successful pastoral counseling ministry, parish service, and educational leadership experience, recruited as one of the first adjunct professors and the only Reformed instructor to teach six core courses and to shepherd two cohorts of Master of Divinity and Master of Arts students at the university's then new Wesley Seminary through its state-of-the-art interactive, technological, and contextualized curricula. In four years, the divinity school grew to 495 students, and it was the first and only regionally and nationally accredited M.Div./M.A. program offered online, onsite, and in English or Spanish. Trained and certified in both Blackboard® and Pearson LearningStudio®. Selected as one of the professors to mentor, counsel, coach, teach, and pastor the same cohort of students every semester throughout their entire graduate school program.

- **VISITING PROFESSOR OF HOMILETICS/ORAL COMMUNICATION**

Asbury Theological Seminary, Orlando, FL.

2008 – 2014

Lectured on the theory of Preaching (methodology) and the practice of Public Speaking (delivery) in a faithful, engaging, relevant, interactive, and persuasive way in the semester-based course – with an objective to explore more in-depth the critical understanding of the sermon craft and oral communication, so that the learners might publicly articulate and competently preach from theologically diverse perspectives by utilizing biblical exegesis (hermeneutical faithfulness to the original intent of the ancient texts) and contemporary exposition (cultural relevance to today's post-modern audience). Served as an elected member of the Florida Council of the Board of Trustees of Asbury Seminary, and an appointed member of the seminary's Faculty Task Force to conceive, design, and implement a new SACS- and ATS-accredited Master of Arts in Spanish.

- **FOUNDER, LECTURER & ACTING CHAIR OF THE BIBLE INSTITUTE'S BOARD**

Hispanic Institute for Lay Leadership (HILL), Orlando, FL.

2003 – 2018

Initiator, organizer, lecturer, and architect of curricula, syllabi, and classroom/video courses for a practical training center focused on Latino and Latina leaders in Central Florida. With the sponsorship of Central Florida Presbytery, the Synod of South Atlantic, the National Hispanic Office in Louisville, and local Hispanic pastors, created HILL as a result of the Doctoral Dissertation to bridge the contextual aspects of ministry (Hispanicity) with the profound Christian heritage as found in the Reformed tradition (Presbyterianism). The successful model has been modified, streamlined, and used in other locations (e.g., Louisville Seminary; Presbytery of Mid-Kentucky; and Central Florida Presbytery's English-only Leadership Academy). Initially hosted at the facilities of Asbury Theological Seminary, and then relocated to the largest Hispanic church of the Presbytery, El Redentor Presbyterian Church.

As an educational arm of Central Florida Presbytery, the initial purpose of HILL was to provide a yearlong rigorous, practical lay pastoral leadership program in Spanish from the Reformed *and* Hispanic perspectives for both Personal Enrichment purposes and Commissioned Lay Pastor training. Served as a founding Board member; Acting Chair of the Board; and writer of all course syllabi, course descriptions, and overall curricula. Authored and/or compiled many teaching handbooks in Spanish for several courses and served as a popular, yet demanding instructor of the following courses: Critical Survey of the Hebrew Bible and Christian Testament; Biblical Hermeneutics; Fundamentals of Preaching (Homiletical Theory); Advanced Persuasive Preaching/Oratory (Homiletical Practice); Reformed/Latino Theologies; Presbyterian Confessions/Creeds; Presbyterian History & Polity; Supervised Ministry Practicum; Church Growth & Evangelization Strategies; Personal Finances; Pastoral Care in Visiting the Sick; Pastoral Care in Suicide Prevention; and Shepherding Groups.

- **SENIOR PASTOR, HEAD OF STAFF & MODERATOR OF GOVERNING COUNCIL**

El Redentor Presbyterian Church, Inc., Oviedo, FL.

2002 – 2018

Chief financial strategist, exponent, marketer, life coach, supervisor, and community-builder of a self-sustaining and successful 501(c)(3) religious organization with 500 adherents, 7 employees (for clergy, office, finances, custodian, youth, and music), and numerous non-paid staff workforce. Launched several Hispanic congregations in Central Florida. As its biggest donor/tither, led one of the largest, healthiest, vibrant, and renowned self-sustaining, self-governing, and self-propagating Hispanic churches in the Presbyterian Church (USA) with its own five-acre, \$3 million property. Oversaw relational, theological, and financial growth. Instituted online and onsite giving kiosks, and educated visitors, members, and lay leaders on biblical stewardship, personal finances, and debt-free living. Attained over \$1.2 million to ensure fiscal solvency for future generations and mission expansion. Opened two sizable Investment Funds (with Vanguard), and established a well-endowed Reserve Fund, Capital Fund, Building Fund, and Benevolence Fund. Liquidated the mortgage loan ahead of schedule; retired all debts/deficits; consistently balanced the operating budget (even during the Great Recession); and devised an Investment Policy Statement (IPS) to perpetually generate equity/income growth and prevent depletion of principal. Steered the effort to replace the carpet and tiles; remodeled the sanctuary and infant sound-proof room; acquired new sheds, musical instruments, and audio/visual equipment; renovated all interior and exterior buildings; expanded childcare, classroom, office, and pulpit space; and purchased a large baptistery for youth/adult baptisms (while baptizing infants in a new font acquired by a Presbytery-dissolved congregation). Fundraised and inaugurated (in less than two months) a new roof and a large wireless, high quality LED outdoor display signage (the first and only Presbyterian church in the region to mount a digital sign). Besides the IPS, edited, compiled, and published the following approved documents: Corporate Bylaws; Separation Ethics Policy; Sexual Misconduct Policy; Child Protection Policy; and Liturgical Scripts for Public Worship Order.

Conducted the workshops that required all staff, officers, and volunteers to submit to criminal background and/or reference checks for the prevention of sexual abuse of minors and disabled persons. Authored and self-published a series of manuals for new members, church officers, financial procedures, and youth confirmation training. Utilized direct marketing methods and social media for missional purposes. Began livestreaming and recording both Classic and Contemporary worship services on the YouTube channel; created a multi-media worship experience and social network presence in Facebook with a professionally-appealing website (www.elRedentor.net); provided headsets with live simultaneous translation in English; and contacted membership and broader community via PhoneTree® and OneCallNow® calling, emailing, and group text software. Supervised all church ministries and pastoral work around the coined five-fold theme of P.E.S.C.A.™ (to “fish” in Spanish): Proclamation, Education, Service, Companionship, and Adoration (based on Acts 2). With significant experience in Presbyterian history/polity and the constitutional process of planting, incorporating, and chartering a Presbyterian congregation, birthed as the Parent Church (with denominational concurrence), four Hispanic Presbyterian new church developments (NCDs) or worshiping groups in strategic locations with ordained ministers or commissioned lay pastors. As a chaplain for the community, started a weekly radio program during rush hour in one of the best-rated Spanish radio stations, and coined/patented the federally registered trademark motto: “*No importa quién eres o de dónde vienes, ¡siempre eres bienvenido!*”® Organized and led youth/adult global mission trips with Young Life in Nicaragua; with a world outreach to poor children in the Dominican Republic; with the local Seminole County Public School Homeless Kids; and with interfaith leaders during public crises and natural disasters. Traveled to Israel/Palestine, as an educational gift from the congregation. Excelled in biblical preaching with humor and provided pro bono pastoral community counseling, conflict resolution/bereavement support, extensive premarital sessions, wedding/funeral services, college/career advising, and individual financial planning. Employed organizational skills and administrative gifts for the Church at large, and involved in purposeful denominational leadership or chairmanship at the local (Session), regional (Presbytery), interstate (Synod), and national (General Assembly) levels. Thoroughly restructured all church committees and teams under the small group ministry and mentoring models, and introduced several small groups, particularly Biblical Groups, Fellowship Groups, Affinity Groups, Support Groups, Ministry Groups, Cell Groups, and Shepherding Groups (whereby parishioners and visitors were assigned to a trained Shepherding Group mentor). Welcomed Boy Scouts and Korean ministries at the church premises.

- **PERSONAL FINANCIAL CONSULTANT**

Independent Financial Planner & Conference Speaker, Oviedo, FL.

2001 – Present

Provided overall financial planning for individuals, professionals, employees, small business owners, and faith-based corporations – including in-depth coverage of their insurance, retirement, investment, taxation, charitable, mortgage, college/career, and estate planning needs. Following the fiduciary standard and Golden Rule, effectuated advisory guidance by phone, e-meeting, or face-to-face on a myriad of economic and business issues. Partnered with a team of specialists for case referrals: accountant, attorney, insurance agent, and portfolio manager. Enrolled individuals or families in the federal health insurance marketplace exchange at Healthcare.gov or CuidadoDeSalud.gov. Created and instructed a Personal Finance course in Spanish. Invited as keynote speaker and advisor for establishing corporate bylaws, non-retirement investment funds, Investment Policy Statements (IPS), and fundraising strategies for nonprofits at group events, leadership retreats, interdenominational seminars, church conferences, family gatherings, small group settings, one-on-one meetings, and other venues about fiscal management topics, such as “How Teens Can Become Millionaires by 65”; “Everything You Need to Know about College: From High School to Graduate School”; “Paying for College: AP/Dual Enrollment, SAT/ACT, Scholarships/Loans, and Prepaid/529 Plans”; “Faith, Family, and Finances: What I Wish I Had Known 15 Years Ago”; “Financial Freedom: Enjoying a Debt-Free Lifestyle”; “How/Where to Save, Invest, and Give”; “Understanding Your Retirement Investing Options: Pension, 401(k)/403(b), IRA, Roth IRA, and Tax-Managed Accounts”; “Understanding the World of Insurance: Medical, Dental, Disability, Life, Auto, Homeowner/Rental, and Umbrella Coverage”; “The 5 Most Essential Estate Planning Documents”; “The Importance of Homeownership and Your Credit History”; “Stewardship Models for Nonprofit Religious Organizations”; “Career Choices”; “The Noble Profession of Being Called as a Minister”; “Burnout”; etc.

LEARNED SOCIETY MEMBERSHIPS

- American College Alumni Association (Code of Ethics for Credentialed Holders in Financial Services)
- American Association of Pastoral Counselors (AAPC)
- Association for Hispanic Theological Education (AETH), Past Member
- American Academy of Religion (AAR), Past Member
- American Society of Church History (ASCH), Past Member
- Society for Pastoral Theology (SPT), Past Member
- North American Society of Adlerian Psychology (NASAP), Past Member
- Florida Adlerian Society, Past Member
- Presbyterian Association on Science, Technology and the Christian Faith (PASTCF), Past Member
- BioLogos Foundation (on Nature & Faith)
- The Clergy Letter Project (on Science & Religion)
- Christians for Biblical Equality (CBE)

CHURCH-RELATED ENGAGEMENT

ORDINATION & MINISTERIAL CREDENTIALS

- Presbyterian Church (USA): Ordained Teaching Elder / Minister of the Word and Sacrament (1996 – Present)
- State of Florida: Certified by multiple Counties to offer Premarital Education Counseling (1999 – Present)

CENTRAL FLORIDA PRESBYTERY

- Clergy Member (1996 – 1997 and 2002 – Present)
- Elected to Administrative Commission to dissolve Westminster Presbyterian Church of Casselberry (2016 – 2017)
- Elected by Presbytery to be Chair of its Council (Executive Committee) and President of its Board of Trustees (2016)
- Elected by Presbytery (with 21,000 constituents in 10 counties) to be its presiding Moderator (2015)
- Authored the Associate Pastor Succession Policy for the Committee on Ministry and adopted by Presbytery (2014)
- Member of the Permanent Judicial Commission (PJC) for six-year elected term of the Class of 2018 (2013 – 2018)
- Moderator-appointed Member of the Resolution Team for Gracious Dismissal between St. Stephen Presbyterian Church and Presbytery (2013)
- Member of the Committee on Ministry (2012 – 2014 and 2017 – Present), its Examinations Subcommittee (2012 – 2014), and its Temporary Pastoral Relationships Subcommittee (2017 – Present)
- Member of the COM's Task Force to write a new Policy Manual for Commissioned Ruling Elders (2012)
- Elected by Presbytery to serve as a Member of the Search Committee for the Transitional Executive Presbyter/Stated Clerk position (2011 – 2012)
- Selected by Council to serve as a Member in the Transition Task Force to study and explore new creative models for organizing, staffing, and accomplishing the work of Presbytery in light of the Executive Presbyter's retirement (2011)
- Instructor on "Knowing What and How to Teach the Bible to Adults" at the Presbytery-wide F.I.S.H. event (2011)
- Member of the Search Committee for the Coordinator/Staff of Leadership Development & Resourcing (2010)
- Member of the Committee on Preparation for Ministry (2009 – 2011)
- Considered twice by the Nominating Committee for Moderator of Presbytery, but declined due to local church commitments and academic studies (2009, 2010)
- Member of the Presbytery Council (Executive Committee) and the Presbytery's Board of Directors (2008)
- First Chairperson of the newly restructured Church Development Committee (2008), responsible to oversee four Subcommittees: Supervision of NCD Ministries (also Chair); Church Transformation; Evangelism; and Visioning & Planning for Church Growth
- Requested to complete Performance Evaluation Reviews for the then Executive Presbyter (2008) and the Associate Executive Presbyter (2005, 2008) for the Presbytery's Personnel Committee
- Lead Organizer/Coordinator at El Redentor Presbyterian Church of Youth and Adult Summer Mission Trips to Estelí, Nicaragua (2007, 2008), in a joint venture with First Presbyterian Church of DeLand and Young Life; Boca Chica, Dominican Republic (2013, 2015, 2017); and Cuba (2017) in partnership with Presbytery
- Individually proposed written changes to Central Florida Presbytery's Handbook and Bylaws regarding its Vision and Mission Statements, which were adopted by Presbytery (2007)

- Member and Preacher of Presbytery’s Administrative Commission for the Ordination of Arnaldo Granados (2007)
- Founder, Instructor, and Chair of the Board of the Hispanic Institute for Lay Leadership (2003 – 2018)
- Worked with the Committee on Preparation for Ministry (CPM) and the Session as the pastor/mentor of five inquirers and candidates for the ordered ministry of Teaching Elder from El Redentor Church (2003 – 2018)
- Appointed by the Committee on Ministry as the clergy/mentor for four ruling elders serving as Commissioned Lay Pastors (2003 – 2012 and 2017 – 2018)
- Upon recommendation, Presbytery accepted oversight of four new Hispanic church plants from El Redentor Presbyterian Church in Apopka, Waterford Lakes, Ocoee, and Claremont (2003 – 2009)
- Member of the New Church Development Sub-Team (2003 – 2007); Church Development Strategic Planning Task Force (2004); and Pastoral Search Committee of the Poinciana New Church Development (2007)

SYNOD OF SOUTH ATLANTIC

- Elected by Central Florida Presbytery as one of its two Synod Commissioners (2017 and 2018 – 2019)
- Principal Author of the Bylaws Task Force to write the first Bylaws for the Central Chapter of the newly named Latino Presbyterian Caucus of the Synod of South Atlantic (2013)

GENERAL ASSEMBLY

- National Evangelism and Church Growth Conference: Workshop Speaker on “Who is My Neighbor? The Unchurched Next Door”, and Member of the Evangelism Panel on “Faith Sharing and Successful Discipleship Models” in St. Pete Beach, FL (2012)
- 218th General Assembly of the Presbyterian Church (USA): Elected as Clergy Commissioner by Central Florida Presbytery for biennial denomination-wide gathering in San Jose, CA (2008)
- National New Church Development (NCD) Conference for Pastors & Spouses: Host of the Conference in McLean, Virginia; Coordinator of all the Racial/Ethnic Days; and Coordinator for the Closing Worship Service (2002)
- National New Church Development (NCD) Conference for Pastors & Spouses: Workshop Speaker at the Hispanic Pastoral Retreat about “Conflicts in the Development of New Churches” (2002)
- National New Church Development (NCD) Conference for Pastors & Spouses: Participant of annual workshops and networking (1997 – 2002), and Member of the General Assembly’s Planning Team (2000 – 2002) for the designated locations at Albuquerque, NM (2001) and McLean, VA (2002)
- Presbyteries’ Cooperative Committee on Examinations: Reader of Ordination Exams (1998 – 2007); Convener or Moderator for Spanish-language exams (2003, 2007); and Official Spanish Translator and Editor for all written biannual Ordination Exams on Bible, Theology, Worship, Hebrew/Greek Exegesis, and Polity (2006, 2007)

ECUMENICAL & INTERFAITH AFFILIATIONS

- Friendships and partnerships for social justice and peace with Muslim, Jewish, and LGBT leaders (2016 – Present)
- Peacemaking/educational tour to the divided Holy Land of Israel and Palestine (2014)
- Member of Asbury Seminary’s Faculty Task Force to design a new accredited Master of Arts in Spanish (2013 – 2014)
- Member of the Florida Council of the Board of Trustees of Asbury Theological Seminary (2012 – 2014)
- Planning Mission Trips (with overseas and homeland partners) to the Dominican Republic; Puerto Rico; Mexico; Nicaragua; and Cuba (1985 – 2018)
- Invited Guest Preacher or Main Conference Speaker at Presbyterian, Episcopal, Disciples, Methodist, Southern Baptist, American Baptist, Pentecostal, Independent, and other Christian churches/gatherings (1980 – Present)

COMMUNITY-FOCUSED ENDEAVORS

- Red Bag Campaign to End Hunger: Seminole County Public School Homeless Kids (2011 – 2018)
- Oviedo’s Martin Luther King, Jr. Parade: Annual march and family tradition in city-wide event (2004 – Present)
- Broadcaster in Spanish Radio Stations: Weekly programs in Jacksonville and Orlando, FL (1997 – 2013)

SELECTED PRESENTATIONS

- Office of Sen. Marco Rubio (Orlando): Theological speech and moral voice on passing a clean DREAM Act (2017)
- Islamic Center of Orlando and Islamic Society of Central Florida (Orlando): Invited to share a Ramadan meal and speak at several peace rallies, alongside influential Muslim groups, after the then deadliest mass shooting in U.S. history that impacted the Hispanic, LGBT, and Muslim communities (June 2016)
- Central Florida Presbytery (Orlando): Moderator's Sermon on "Do You Know a *Paraclete*?" at Winter Gathering (Advent 2015)
- Holy Land Peacemaking/Educational Tour: Preached in Jericho (West Bank) and baptized in the River Jordan (2014)
- Church of the Nazarene (Santo Domingo, D.R.): Invited Preacher at the first established Nazarene church in the Dominican Republic on the theme of "Parents Making a Difference in the Lives of Their Children" (2013 and 2015)
- St. Stephen Presbyterian Church (Orlando): Central Florida Presbytery's Resolution Team Presenter on "How Can Presbyterians Read the Same Bible and Differ So Widely on the Issue of Ordination & Marriage?" (2013)
- Pastors' Retreat and Assembly for Hispanic Synod Gatherings (Kissimmee, FL and St. Simons Island, GA): Lectures on "Church Growth Barriers" (2010) and "Structuring Effective Small Group Ministries" (2011)
- Central Florida Presbytery (Orlando): Workshop instructor on "Knowing What and How to Teach the Bible to Adults" at the Presbytery-wide Annual F.I.S.H. training event (2011)
- Emmanuel Theological Institute (Orlando): Invited Speaker for Graduating Class (Commencement 2010)
- El Buen Vecino Presbyterian Church (Kissimmee): Lecture on "Biblical Stewardship for Officers & Leaders" (2009)
- Primera Iglesia de Dios (Jersey City, NJ): Invited Preacher for 50th Anniversary of hometown church (2008)
- Asbury Theological Seminary (Orlando): Invited Chapel Preacher on "16 Months Out of the Will of God" before students, faculty, administrators, staff, and guests (Fall 2008)
- Central Florida Presbytery (Orlando): Selected Commissioner to Report on the 218th General Assembly's controversial debates regarding "Ordination and Marriage" (Fall 2008)
- Seminole County Correctional/Jail Facilities (Sanford, FL): Guest Preacher for male (2007) and female inmates (2008)
- El Redentor Presbyterian Church (Oviedo): Lectures to small covenant groups working on "Personal Finances, Debt Management, and Investments" (2006 – 2008)
- Seventh Annual National Multicultural Conference of the PC(USA): Co-Lecture on "Training Commissioned Lay Pastors (CLPs) for Hispanic/Multicultural Ministry" in Walt Disney World Resort of Orlando (2006)
- Central Florida Presbytery (Leesburg, FL): Invited Preacher at Presbytery-wide Meeting on "Will the Real King David Please Stand Up?" (Lent 2006)
- Charismatic Episcopal Church (Jacksonville, FL): Weekend Retreat Conference Lectures (2006)
- Columbia Theological Seminary (Decatur, GA): Visiting Lecturer on "Presbyterian History and Polity" for the seminary's Spanish Lay Training course requirement, in conjunction with area Presbyteries (2005)
- Hispanic Southern Baptist Church (South Carolina Mountains): Weekend Retreat Conference Lectures, including on Domestic Violence (Summer 2004)
- Georgia Chapter of the Hispanic Synod Council (Atlanta, GA): Lecture on "Managing Money" (2004)
- Florida Center for Theological Studies (Orlando Campus): Lecture as Visiting Minister to seminarians on the "Challenges in Parish Ministry" for a graduate course taught by Professor/Dean, Dr. Linda Wright-Simmons (2004)
- Hispanic Presbyterian Council (Synod of South Atlantic): Lectures on "Faith, Family and Finances for Clergy and Parishioners" (2003, 2005)

PUBLICATIONS

DOCTORAL DISSERTATION

- Carmelo Mercado. *Designing and Assessing the Need for a Hispanic Institute of Lay Leadership in Central Florida* (Louisville, KY: Louisville Presbyterian Theological Seminary, 2004), 1-142. (The first doctoral dissertation project on Hispanic ministry in the then 151-year history of the seminary.)

TRANSLATIONS & EDITED WORKS

- Office of Worship and Theology. *El Libro de Adoración*. (Louisville, KY: Geneva Press, 2009), 1-110. Carmelo Mercado as one of the final-proofs editors of the *Spanish Book of Worship* for the Office of Theology and Worship of the Presbyterian Church (USA).

- Lawrence Selig. *Discovering your Motivational Spiritual Gifts: A Questionnaire for Finding Your Ministry at Home, Work, and Church* (Black Mountain, NC: Presbyterian-Reformed Ministries International, 2003). Edited and translated by Carmelo Mercado. *Descubriendo Sus Dones Espirituales de Motivación: Cómo Encontrar sus Áreas Más Efectivas en el Servicio Cristiano. Edición en Español* (Black Mountain, NC: Presbyterian-Reformed Ministries International, 2006), 1-10.
- Presbyteries' Cooperative Committee on Examinations of the General Assembly Mission Council. Edited and translated by Carmelo Mercado all the biannual Ordination Exams on Bible, Theology, Worship & Sacraments, Exegesis (Greek & Hebrew), and Polity (Louisville, KY: Presbyterian Church USA, 2006 and 2007).

ARTICLES IN A BOOK

- Carmelo Mercado. "El Redentor Presbyterian Church: A Parent Church Model for New Church Development," in *Handbook for Hispanic/Latino New Church Development*, ed. Hector Rodríguez and Marissa Galván-Valle (Louisville, KY: Presbyterian Church USA, 2009), 112-117.
- Carmelo Mercado. "Iglesia Presbiteriana El Redentor: La Iglesia Madre como un Modelo para el Desarrollo de Nuevas Iglesias," in *Manual para el Desarrollo de Nuevas Iglesias Hispanas/Latinas*, ed. Hector Rodríguez and Marissa Galván-Valle (Louisville, KY: Presbyterian Church USA, 2009), 48-54.

PRIVATE PRINTING HANDBOOKS IN SPANISH

- Carmelo Mercado, ed. and comp. *Manual del Maestro para la Confirmación de la Juventud [Teacher's Manual for Youth Confirmation]* (Orlando, FL: El Redentor Presbyterian Church, 2010), 1-288.
- Carmelo Mercado, comp. *Manual de la Teología Reformada, los Credos y los Sacramentos [Handbook on Reformed Theology, the Creeds, and the Sacraments]* (Orlando, FL: El Redentor Presbyterian Church, 2007), 1-64.
- Carmelo Mercado, comp. *Manual de Predicación [Handbook on Preaching]* (Orlando, FL: El Redentor Presbyterian Church, 2006. Rev. 2008), 1-59.
- Carmelo Mercado, comp. *Manual de la Historia y el Gobierno de la Iglesia Presbiteriana (EUA) [Handbook on the History and Polity of the Presbyterian Church (USA)]* (Orlando, FL: El Redentor Presbyterian Church, 2005), 1-80.
- Carmelo Mercado, comp. *Manual de Hermenéutica Bíblica [Handbook on Biblical Hermeneutics]* (Orlando, FL: El Redentor Presbyterian Church, 2004. Rev. 2008), 1-64.
- Carmelo Mercado, comp. *Manual para Manejar los Conflictos: Discernimiento y Comunicación [Handbook on Managing Conflicts: Discernment and Communication]* (Orlando, FL: El Redentor Presbyterian Church, 2004), 1-14.
- Carmelo Mercado, comp. *Manual del Comité de Nominaciones en la Iglesia Local [Handbook of the Nominating Committee in the Local Church]* (Orlando, FL: El Redentor Presbyterian Church, 2003. Rev. 2018), 1-37.
- Carmelo Mercado, comp. *Manual Administrativo de los Ministerios de la Iglesia Local [Administrative Handbook on the Ministries of the Local Church]* (Orlando, FL: El Redentor Presbyterian Church, 2002), 1-145.
- Carmelo Mercado. *Manual de los Procedimientos Financieros de la Iglesia [Handbook on Church Financial Procedures]* (Orlando, FL: El Redentor Presbyterian Church, 2002), 1-9.
- Carmelo Mercado, comp. *Manual para el Adiestramiento de los Oficiales de la Iglesia [Handbook for Church Officer Training]* (Orlando, FL: El Redentor Presbyterian Church, 2002. Rev. 2017), 1-97.
- Carmelo Mercado. *Fe, Familia y Finanzas: Una Introducción Práctica al Manejo del Dinero [Faith, Family, and Finances: A Practical Introduction on Managing Money]* (Orlando, FL: El Redentor Presbyterian Church, 2001. Rev. 2007), 1-25.
- Carmelo Mercado, comp. *Manual para Nuevos Miembros de la Nueva Vida en Cristo [Handbook for New Members about the New Life in Christ]* (Orlando, FL: El Redentor Presbyterian Church, 2000. Rev. 2008), 1-102.

EDITED HANDBOOKS

- Edwin Peterson, Timothy Womack, and Carmelo Mercado, ed. *Manual for Launching New Churches in Central Florida Presbytery* (Orlando, FL: NCD Sub-Team of Central Florida Presbytery, 2006), 1-49.

EDITED & COMPILED POLICIES

- Carmelo Mercado, ed. and comp. “Investment Policy Statement” (Oviedo, FL: El Redentor Presbyterian Church, 2018), 1-12.
- Carmelo Mercado, ed. and comp. “Bylaws” (Oviedo, FL: El Redentor Presbyterian Church, 2015), 1-11.
- Carmelo Mercado, ed. and comp. “Separation Ethics Policy: When Pastor and Congregation Say Goodbye” (Oviedo, FL: El Redentor Presbyterian Church, 2015), 1-10.
- Carmelo Mercado, ed. and comp. “Sexual Misconduct Policy” (Oviedo, FL: El Redentor Presbyterian Church, 2015), 1-20.
- Carmelo Mercado, ed. and comp. “Liturgical Scripts for Public Worship Order” (Oviedo, FL: El Redentor Presbyterian Church, 2013. Rev. 2017), 1-19.
- Carmelo Mercado, ed. and comp. “Policy and Procedure Manual for the Prevention of the Abuse of Minors and Handicapped Persons” (Oviedo, FL: El Redentor Presbyterian Church, 2004. Rev. 2014), 1-67.

PERIODICALS

- Carmelo Mercado. “A Profile of My Life and Ministry Philosophy,” *CFP E-News: A Publication of Central Florida Presbytery*, vol. VI, no. 5 (1 June 2009): 2.

NEWSPAPER INTERVIEWS

- Cristina Elías. “Pastores Elogian a Juan Pablo II” [“Pastors Eulogize John Paul II”], *El Sentinel: The Spanish Publication of the Orlando Sentinel* (www.elSentinel.com), 9-15 April 2005, sec. A, 1, 4.
- Edgardo Martínez. “Llegó la Navidad: Las Iglesias de Orlando Se Visten de Pascua” [“Christmas Arrived: The Churches in Orlando Celebrate Christmas”], *El Sentinel: The Spanish Publication of the Orlando Sentinel* (www.elSentinel.com), 20-26 December 2003, sec. B, 21, 24.

OVERVIEWS OF MY PARISH MINISTRY

- Editor. “Central Florida Presbytery,” in *2010 Mission Yearbook for Prayer & Study* (Louisville, KY: Witherspoon Press, 2010), 318.
- Edgardo Martínez. “Llevando un Mensaje de Esperanza: Todas las Denominaciones de la Fe Cristiana se Enfocarán en el Tema de la Resurrección” [“Taking a Message of Hope: All Denominations of the Christian Faith Will Focus in the Theme of the Resurrection”], *El Sentinel: The Spanish Publication of the Orlando Sentinel* (www.elSentinel.com), 19-25 April 2003, sec. B, 13, 15.
- Editor. “2002 National New Church Development Conference,” *Good News: A Presbyterian Publication on Evangelism and Church Development*, vol. XIV, no. 3 (Fall 2002): 6.

COURSE DESCRIPTIONS & SYLLABI FOR HILL

- Carmelo Mercado wrote all course descriptions and/or syllabi in Spanish for Central Florida Presbytery’s Hispanic Institute for Lay Leadership (HILL) on the Hebrew Bible; New Testament; Hermeneutics; Women in Paul’s Writings; Church Leadership; Stewardship; Christian Education; Reformed Worship & Sacraments; John Calvin; Reformed Theology & Creeds; Eschatology; Presbyterian Polity; Evangelism & Church Growth; World Religions (Islam & Christianity); Pastoral Care & Counseling; Homiletics; Supervised Ministry Practicum; Shepherding Groups; etc. (Orlando, FL: Central Florida Presbytery, 2004 – 2018).

SKILLS

- Languages: Fluent in reading, writing, and speaking Spanish and English (fully bilingual and bicultural).
- Professionalism: Use logical thinking, empathy, encouragement, humor, confidentiality, and specialized training to care for or listen to people’s hurts and hopes in a non-anxious manner. Respond to all calls within a 24-hour period.
- Integrity in Interpersonal Relationships: Gain the trust and confidence of people by being down-to-earth friendly and by avoiding gossip, mood shifts, abuse of power, humiliating comments, and discriminatory conduct.
- Simplicity: Enjoy solitude/prayer. Live debt-free and anxiety-free. Willing to forgive and to ask for forgiveness.
- Sensitivity: Balance core beliefs with a compassionate and respectful sensitivity to other people’s point of view.

- Self-Reliant: Unflappable in a crisis. Able to not take things personally. Confront and overcome adversities in life.
- Resourceful: Keen on finding a way to get things done. Allow for imperfection but aspire to excellence.
- Counseling: Specialize in short-term, goal-driven, solution-focused crisis counseling; college/career advising; personal financial and estate strategies; debt management; and mutual fund investment education.
- Public Speaking: Popular preacher, practical teacher, humorous motivator, and accomplished conference speaker for large audiences and small groups in various ecumenical and bilingual contexts.
- Organizational Leadership: Plan, arrange, train, delegate, supervise, and administer church- and community-based programs to enhance people's leadership gifts and volunteer experience.
- Leadership Styles: Depending on the circumstances, exhibit a mixture of the four styles described by Robert D. Dale's *Pastoral Leadership* – Nurturer, Commander, Hermit, and Charismatic.
- Educational Development: Proficient experience in the overall curriculum process and teaching techniques based on multiple intelligences of small groups at all church school levels—with a particular interest in adult learning.
- Supervisory Administration: Adept in oral and written communication, moderator of governing body, head of staff (fair-minded and flexible), office and program management, budgeting, editing, and attention to minute details.
- Technology: Familiarity with the general process of designing web site pages (e.g., www.elRedentor.net), basic computer software usage (MS Office 365/Windows 10), typing, emailing, group texting, iPad, iPhone, Internet research, PhoneTree®/OneCallNow®, and Blackboard®/Pearson LearningStudio® online teaching platforms.
- Evangelistic Marketing: Seasoned in radio broadcasting, online social media, and other evangelistic marketing tools (direct mailing, phone invitation, religious interest survey, and professional outreach literature presentation).
- Social and Community Services: Understand the way government programs, economic/political policies, social service organizations, and denominational polities function to identify and work with the helpless, hopeless, homeless, and voiceless in society.
- Passionate Subject Matters: Personal Financial Management; Science & Faith; Church History; Historical Theology; Ecumenical & Reformed Theologies; Hispanic Church Studies; Social Justice in Liberation Theologies (Latin American; Latino; Black; Feminist; Womanist; and Mujerista); and Christian Denominations & Movements (Roman Catholicism; Mainline Protestantism; Fundamentalism; Evangelicalism; Pentecostalism; and Charismatic Churches).
- Enjoyable Topics of Interest: Pastoral Theology (Practice & Identity); Crisis Counseling; College/Career Counseling; Hospice & Retirement Communities Chaplaincy; Small Groups Ministry; Evangelization & Church Growth; Church Administration; Hermeneutics & Higher Criticism; Women in Ministry; Creation Care & Environmental Stewardship; Commissioned Ruling Elder & Lay Leadership Development; Conflict Resolution; Cross-Cultural Missions; Interfaith Dialogue; Latin American Religious & Cultural Interpretation; Political & Current Events; Martin Luther King Jr.; and Warren Buffett.
- Teaching Competencies in Practical Theology or Applied Studies: Financial Planning & Stewardship (ChFC®); Leadership (24 graduate hours); Liturgy & Homiletics (21 graduate hours); Pastoral Care & Psychology (21 graduate hours); Religious Education (18 graduate hours); Spiritual Formation & Christian Ministry; and Denominational Studies (Presbyterian History, Polity, Theology, Creeds, and Sacraments).

INTERESTS

- Traveling ▪ Sports ▪ Evolutionary Science ▪ College Websites ▪ Tithing to Charitable Causes ▪
- Comedy ▪ Current Events ▪ Finances ▪ History ▪ Religions ▪ Theology ▪ Psychology ▪ Biblical Criticism ▪

SELECTED PROFESSIONAL DEVELOPMENT

- Florida State University (National Certified Class Leader): *Powerful Tools for Caregivers* (2016)
- Presbyterian Counseling Center: *Soul Shop – Ministering to Suicidal Desperation* (2016)
- University of Central Florida (CEUs): *Personal Finance* (2015) and *Nonprofit Fundraising Essentials* (2015)
- Association for Hispanic Theological Education (with author Dr. Justo González): *Lectures on the Reformation* (2015)
- Holy Land Peacemaking/Educational Tour to Israel/West Bank (CEUs): *The Hebrew Life, Land, and Times of Jesus* (2014)
- Presbyterian Foundation (with Clif Christopher): *Not Your Parents' Offering Plate* and *Rich Church—Poor Church* (2014)
- Lutheran Counseling Services and Asbury Theological Seminary: *Parenting Conference* (2010)
- Laugh Your Way to Better Relationships: *Hispanic Enrichment Retreat* (2010)
- Vital Church Institute (with Dr. Stan Ott): *Acts 16:5 Initiative on Financial Stewardship* (2010)
- Board of Pensions of the Presbyterian Church (USA): *Getting in Shape Fiscally Seminar* (2008)
- Evangelical Seminary of Puerto Rico (CEUs): *Clinical Pastoral Strategies* (2003)