



**MARK L. DOUGHARTY**  
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**Bellevue Baptist Church, Cordova, Tennessee**

1996 - 2007

*Executive Pastor:* COO responsibilities for all operations of the church. The church had 28,000 members, 360 acres of property, \$90,000,000 of building assets, multiple committees, 170 active deacons, 200 staff members, 300 part time & seasonal staff members, and an annual budget of \$24,000,000.

My responsibilities included:

- ◆ Strategic Planning: Led an executive management team that developed long range plans for the church. Worked with staff and lay leadership in overseeing these plans, which included direction and implementation. Utilized performance matrixes to monitor progress and evaluate completion time tables.
- ◆ Lay Development: Developed a strong lay leadership based on trust. This leadership was given the freedom to lead and contribute to the growth process of the church. The leadership model was pastor led, deacon served and committee operated. Successfully worked with all of these committees.
- ◆ Talent Management: Attracted, retained, developed and leveraged staff talent. Created an environment where staff was engaged and performing at high levels. Utilized an effective performance management system for all employees that included annual objective setting and evaluation. Coached and mentored new ministry staff that included many individuals with no big church experience.
- ◆ Financial Management: We had budget efficiencies each year. We used budget efficiencies and an annual Love Offering to pay off the church's debt, making the church completely debt free. Demonstrated the marketing skills to sell the vision and mission to the membership.
- ◆ Director of Education: Responsible for all areas of growth in Sunday School. Numbers exceeded 7,000.
- ◆ Director of Pastoral Care: Oversaw this critical area of the church. Supervised as well as made regular hospital visits and bereavement calls.
- ◆ Director of Missions and Evangelism: Guided the development and growth of this department that now has locations in most parts of the world. An annual budget in excess of \$5,000,000.

**Additional Duties:** Included managing the church through the change of leadership of the Senior Pastors.

**ORDINATION:**

Ordained to the Gospel Ministry of Bellevue Baptist Church  
Cordova, Tennessee February 1997

**Bellevue Baptist Church Information**

Member of Bellevue Baptist Church 1989 to present  
Deacon  
Officer  
Adult Sunday School Teacher  
Trainee, Leader, and Instructor in Evangelism Explosion  
Served on various committees:  
New Member Committee  
Missions Committee  
Leader for Missions Trips  
Bridge to Future Committee  
Pastors Development Committee

**OTHER WORK EXPERIENCE:**

**New England Financial** 1987 – 1996

*Managing Partner, Memphis, Tennessee:* Responsible for hiring, training, and supervising sales representatives for the Memphis agency. As owner, responsibilities included all operations, expenses, income and profitability. In 1996, the agency finished in the company's Top 10. Two sales representatives were ranked Number 1 and Number 2 in the company.

*Regional Vice President, Boston, Massachusetts:* Oversaw 13 agencies from coast to coast. Was the company liaison between the field and the corporation. Responsible for working with agency managers to promote growth and develop a healthy relationship with the home office.

**AWARDS AND AFFILIATIONS:**

New England Sales Awards:

- ◆ Ships Bell Award – Outstanding Customer Service
- ◆ Nominated for President's Trophy – Highest possible award with New England Financial

Briarcrest Christian Schools:

- ◆ Board of Directors

**EDUCATION:**

Trevecca Nazarene College, Nashville, Tennessee Bachelor of Arts  
Major: Communications & Human Relations

**DIANNE DOUGHARTY**  
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**Bellevue Baptist Church**, Cordova, Tennessee 1996 – 2007

Chairman of Bellevue Baptist Women's Ministry Committee - 6 years  
Chairman of Bellevue Baptist Women's Ministry Special Events Committee  
Chairman of Bellevue Baptist Women's Hostess Committee  
Speaker for Women's Conferences

Served on Bellevue Baptist Preschool Building Committee  
Served as teacher in Preschool Ministry – 10 years  
Served on New Member Ministry Committee – Greeting and Hostess

Created and led Bellevue Baptist Staff Wives Events  
Ministered to Bellevue Baptist Staff wives  
Created and organized Women's Ministry Curriculum

Active in Bible Study Fellowship and Bellevue Baptist Prayer Ministry  
Participated in several mission trips to foreign countries

**Bellevue Baptist Church Information**

Member of Bellevue Baptist Church 1989 to present

**Education:**

Trevecca Nazarene College, Nashville, Tennessee

Bachelor of Science  
Major: Children's Education

## CURRENT UPDATE ON MARK and DIANNE DOUGHARTY

November 2008

In the spring of 2007, we began to feel clearly that the Lord was leading us to resign from Bellevue. We sought godly counsel and even though it did not make sense to us, we were certain that this was what we were to do. It was confirmed by those closest to us. We met with our Pastor and his wife, Steve and Donna Gaines, and even though we were all saddened that we would not be working together, they encouraged us to follow God's leading.

Following our resignation, the church leadership met and agreed to offer us a year's severance. This was given to us that we might have a time of rest. Over these months God has allowed us to rest and meditate on His Word. He has used many verses to confirm and crystallize His calling on our lives. I feel that my particular calling is to assist the senior pastor and allow him to do what he is called to do -- preach, teach, and evangelize (Ephesians 4:12). Dianne and I also feel our calling includes helping the pastor and wife in their ministry to the church family and to the staff (Romans 12:1-8). Some of our specific passions are to assist the local church in assimilation, to help members find their gifting and area of service, and to help disciple young Christians.

It is our hope and prayer that this explanation has given you insight and understanding into who we are and what God is doing in our lives. We say with Paul in Philippians 3:8 *"More than that, I count all things to be loss in view of the surpassing value of knowing Christ Jesus my Lord..."*

Thank you for taking the time to let us share about our journey and what God is doing in our lives.

Mark and Dianne Dougharty