

May 13, 2021



**SIBURT
INSTITUTE**
for Church Ministry

RE: Application for Tenure and Promotion for Dr. Sarah Easter

TO: Tenure and Promotion Committee

I am delighted to write on behalf of Sarah Easter as she applies for promotion to associate professor at ACU. Sarah is a great colleague. She has demonstrated collegiality with me in my work as the director of the Doctor of Ministry program. Her experience with not-for-profit faith-based organizations serves well the conversations that doctoral students in ministry and non-profits are having. However, in particular, I want to call attention to the effective and usefulness Sarah offers in service to her congregational life.

As a part of my work in the Siburt Institute, I frequently consult with congregations in ministerial transition. In 2018-19 I served as a consultant to the Highland Church of Christ in Abilene when the senior minister departed. I worked with the congregations' elders and senior staff to utilize the transition to reaffirm the congregation's vision, prepare for a new chapter in the congregation's life, and to develop a search process. Church leaders identified and invited Sarah to serve as the co-chair of the search committee. So, along with the other co-chair, Charles Smith, I spent many hours working with Sarah and the search team.

Through that experience, I am pleased to attest to Sarah's deep, extensive contribution to the organization, structure, and process of the committee's work. Yet far beyond her organizational and process skills, Sarah demonstrated the remarkable gifts of a relational leader. Her collaborative spirit, encouraging disposition, and capacity to adapt in the changing environment of a large committee serving a large church testifies to her commitment to serve well and fully.

Based on Sarah's service to her congregation and in recognition of her service and collegiality in her broader work at ACU, I highly recommend that the Tenure and Promotion Committee affirm her application. Sarah is the very sort of faculty that demonstrates the best of ACU—excellence in the classroom, generous collegiality, strong research, and gracious service to congregational life.

Sincerely,

Dr. Carson E. Reed
Vice President for Church Relations
Executive Director, Siburt Institute for Church Ministry

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