

I'm an experienced technical leader who builds healthy teams and ships great software. I currently lead 6 engineering teams at Planning Center and drive company-wide initiatives around hiring, planning, and engineering culture. I believe in setting clear expectations, developing people, and getting things done.

## EXPERIENCE

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### Planning Center

#### Senior Engineering Manager

August 2024 - Present

- Built and supported the highest-performing engineering area leading 6 teams (API, Chat, Home, People, Publishing, Ecosystem Mobile)
- Scaled engineering organization by ~10% as hiring lead - implemented runbooks, coached EMs on hiring/onboarding, collaborated with People Ops, and managed vendor partnerships for hiring tools
- Designed and executed company-wide Engineering Summit - coordinated cross-department collaboration for in-house conference with 100+ attendees
- Recruited and developed engineering leadership - hired EMs for API, People, and Home teams
- Coached underperforming managers to improve team performance and communication

#### Engineering Manager

June 2023 - August 2024

- Led 3 high-impact engineering teams (API, People, Publishing)
- Drove major hiring expansion - led Q3 "mega round" increasing headcount ~15%
- Fostered mentoring resulting in 15+ successful pairings and supported multiple IC promotions (L4, L5)
- Delivered key product initiatives including Customer Analytics, Add-ons, Church Center Directory Privacy and Members-only pages, People List Performance, and Shareable Dashboards in partnership with Product teams
- Developed engineering talent through coaching underperforming developers on communication, code quality, and team dynamics

#### Fullstack Developer

May 2017 - June 2023

- Progressed from IC L1 to L4 and emerged as technical leader - served as Publishing Engineering Lead
- Drove engineering culture initiatives - implemented weekly Datadog Walks adopted across Engineering, led pair programming and mentoring efforts
- Delivered high-impact features - improved Giving statement performance, built Church Center cross-product features, created public/private APIs across multiple products
- Partnered with Product, Support and QA to define requirements, ship features, and resolve issues
- Participated in hiring, onboarding, code reviews, and on-call rotation

## North Point Ministries

### Senior Developer

Aug. 2014 - May 2017

- Led full-stack development for 117 websites and applications serving tens of thousands of weekly users
- Mentored team members and drove adoption of best practices across PHP, Ruby, and JavaScript stack
- Served as DevOps lead scaling applications and participating in stakeholder planning

## Root Radius

### Lead Developer

Nov. 2012 - Aug. 2014

- Solo technical lead for digital agency serving non-profit organizations
- Managed full project lifecycle, client communication, and technical architecture

## BWeave, LLC

### Owner

2008 - Present

- Independent consulting practice delivering custom software solutions

## Core Competencies

### *Leadership & Strategy*

- Engineering team leadership and organizational scaling
- Technical hiring, onboarding, and talent development
- Cross-functional collaboration and stakeholder management
- Engineering culture and process improvement

### **Technical & Delivery**

- Full-stack development (Ruby/Rails, JavaScript/React, SQL)
- System architecture and performance optimization
- Agile project management and delivery

### *Tools & Platforms*

- Management: Asana, Notion, Slack, Datadog, Sentry
- Development: GitHub, Rails, React, MySQL, Postgres, Redis
- Infrastructure: AWS, Heroku, Docker

## EDUCATION

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**Computer Science** | [Southern Polytechnic State University](#) | 2000-2002

**Music Education** | [Kennesaw State University](#) | 1999-2000