

Interim Lead Pastor Recommendation

The Council of West Park believes that this is a strategic time in the life of our church. After six months of transition, both our elders and pastors believe that it is now time to seek the leadership and advice of an interim lead pastor.

Background

Initially, Council decided not to include an interim lead pastor in our ministry plans. We considered that our needs for ministry leadership and direction could be achieved with our associate pastors, ministry staff, and with the direct involvement of the elders. The preaching would be well-covered by our associate pastors and invited guest speakers. At first, this plan suited us well.

As time progressed, we identified several gaps that related both to specific needs and qualified leadership to assist us in meeting those needs. By early May, we had begun to articulate these needs and discuss possible solutions.

Interim Ministry Needs

The following are areas where we feel we could use some assistance:

- 1) We need a person to fill the role of lead pastor to our congregation. While we have many capable associate pastors who lead their respective teams, none has the time to fulfill this critical role in a more general sense.
- 2) We have a need to improve our organizational structure. For example, we have not effectively completed the restructuring required from disbanding the deacons' board. Many other organizational improvements are needed as we continue to transition from a medium-sized church to a large church.
- 3) Our Council members have teamed up in pairs with each one of our associate pastors. Although this has provided an excellent opportunity for us to gain new appreciation for each other, as busy volunteers the elders do not have sufficient time to provide the consistent leadership and mentoring that our associates deserve. As well, there is the need for someone with pastoral experience to draw together and energize the entire team with a focused vision of what could be accomplished in this interim period.
- 4) We have made great strides in our mission, vision, and values development, which are now published in draft form. The next steps require both refinement of the work already completed and the development of strategies and goals. This new work requires significant team effort at the staff level and would be greatly enhanced with the addition of a qualified interim lead pastor.
- 5) The process of locating a new lead pastor for a multi-staff church the size of West Park could be enhanced greatly with the assistance and experience of an interim lead pastor who has been involved in this process before.

We firmly believe that God has led us each step along the path thus far. We continue to believe in his leading and anticipate that the new ministry year ahead of us will be one of the most exciting years yet!

Recommendation of Interim Lead Pastor

It is the unanimous recommendation of Council that we appoint Bruce Scott as our interim lead pastor. Bruce is qualified and has the experience to assist us in accomplishing the needs that were articulated above.

Pastoral

Previously, Bruce served as the senior pastor of two multi-staff churches. He pastored in Stratford, ON and then in Lloydminster, AB. The church in Alberta had a large staff, an extensive music program, a seniors' residence, and a camping ministry reaching more than 500 children each summer. In his early years, Bruce also served as an evangelist, travelling extensively for 11 years conducting and preaching in more than 200 church crusades throughout North America.

Strategic Planning

Bruce is the founder and president of Church Growth Resources. For more than 20 years, he has consulted with large churches throughout the United States and Canada in vision casting, organizational integrity, and strategic ministry planning. More than 3,000 churches have purchased his church health and strategic planning software to manage the ministry of their churches.

Multi-Staff Leadership

One of the challenges is to build a cohesive team that functions effectively. Bruce has been involved as a senior pastor in churches with multiple staff. In addition, as a former vice-president at Tyndale University College and Seminary in Toronto, Bruce managed a staff of more than 20 people.

Interim Lead Pastor

Although Bruce has not generally accepted the role of interim lead pastor, over the past five years he has fulfilled that responsibility in two larger churches. In Mississauga, ON he was the intentional interim where he preached weekly and provided leadership to their ministry staff. During the past two years, he provided the same services to Randall Baptist Church in Buffalo, NY where he preached, provided leadership to the staff, and was involved in locating their new senior pastor.

Ministry References

We have sought to secure as much information from others about Bruce's recent ministry involvement so that we could provide an unqualified recommendation to West Park. The following comments are given as a direct result of telephone conversations with those who have worked with Bruce firsthand or who have had direct knowledge of his ministry.

Bill Hynd, Chairman of Elders, Randall Baptist Church

Joshua LaRavia, New Senior Pastor, Randall Baptist Church

Phone calls were conducted with two individuals from Randall Baptist Church in Buffalo, where Bruce served as the interim senior pastor for the past two years. Bill Hynd served as chair of the board of elders prior to Bruce's arrival, during the two years of Bruce's tenure at Randall, and continues still as chair. Josh LaRavia is the new senior pastor who has just been installed at Randall. Bruce did the major portion of the search process that brought him to this position. Both men rated Bruce very highly.

From Bill Hynd's perspective, Bruce's faith was what he appreciated most of all. In all situations, Bruce was able to remind the people why they were at the church and to focus them effectively on the mission. From Josh LaRavia's perspective, Bruce was a great consensus builder and was able to lay an excellent foundation for the future. He found that Bruce has a wide range of giftedness and strengths, and he knows how to use them effectively in getting things done to facilitate the church in fulfilling its purpose. Both men provided their highest recommendation for Bruce for the role of interim lead pastor, speaking of his godly character as well as his skills and experience.

Bob Flemming, Regional Director, FEB Central Ministries

Bob Flemming agreed that an interim lead pastor is the next logical step for West Park at this time, and he encouraged our Council to proceed in engaging Bruce Scott to fulfill this role. Bob believes that this is God's timing as Bruce has just recently completed an interim role and is available for further ministry. Bruce has the giftedness and successful experience to help bring unity and focus to our congregation. Although this is most recently evidenced in his fulfilling the same role in Buffalo, Bruce has been used to work through similar challenges in local churches at the request of FEB Central. His strengths are in the areas of staff mentoring and development, and he is gifted in preparing the church body for a new lead pastor.

West Park Church

Ministry Position – Interim Lead Pastor

Position Summary

The interim lead pastor will provide visionary leadership; ministry oversight; staff management, mentoring, and training; and the faithful exposition of God's Word to the congregation of West Park Church. This position requires the interim lead pastor to provide intentional leadership in preparation for locating the next lead pastor.

Position Description

The interim lead pastor will be accountable to and report to the board of elders and will, in turn, provide leadership to and manage the associate pastors, ministry staff, and administrative staff. The interim lead pastor's primary task is the effective communication of the Bible so as to equip the church for ministry and sustain sound doctrine. Through his preaching he will challenge the congregation to grow in an intimate relationship with God, and thereby carry out the mission, vision, and ministry goals of the church.

The interim lead pastor, in conjunction with the associate pastors, will develop and recommend to Council goals and strategies to implement the mission and vision of the church. He will be directly responsible for the implementation of those goals and strategies through the church's paid and lay staff.

Through the faithful witness of his life, the interim lead pastor will be a spiritual shepherd to the congregation of West Park. As a shepherd, he will exercise spiritual oversight and ensure the continued care of the body of Christ at West Park.

Qualifications

The interim lead pastor must possess the following:

- A clear testimony of saving faith in Jesus Christ.
- A belief that the Bible is inspired and without error, and a passion to live by it.
- A character that exhibits the qualities outlined in 1 Timothy 3:1-7; Titus 1:6-9; and 1 Peter 5:2-4.
- A lifestyle demonstrating consistent spiritual and moral characteristics.
- Agreement with West Park's statement of faith.
- An ability to relate to individuals with compassion, sensitivity, honesty, candour, and confidence.
- A commitment to regular personal accountability with godly men including the elders.
- A recognition of the need to maintain personal free time for himself and his family.
- An evident gift for preaching and teaching the Word of God powerfully that allows people to apply it to their daily lives.
- A deep desire to reach the lost for Christ.
- A passion for ministry and an eagerness to actively champion it in collaboration with the church leadership.
- An ability to work effectively in a cooperative leadership environment and to lead and direct the team.
- A proven ability to multi-task in challenging situations.

Responsibilities

The interim lead pastor has the following responsibilities:

- Schedule and preach the Word of God regularly, incorporating the preaching gifts of other ministry staff.
- Continue the visioning process and develop short- and long-term ministry goals and strategies.
- Emphasize the need for loyalty, cooperation, and community so that the congregation at West Park senses an atmosphere of excitement about being part of a vital church ministry.
- Initiate a review of the constitution and create a document of guiding principles which determine the relationship and accountability between the new lead pastor and the board of elders.
- Ensure that the organizational structure of West Park provides clear and definable lines of authority and responsibility.
- Assist with the search process for the next lead pastor of West Park as directed by the pastoral search committee.
- Give oversight and direction to pastoral, ministry, and administrative staff by providing encouragement, stimulating feedback, and setting and achieving goals for growth in their respective ministries. The interim lead pastor must give priority to developing a cohesive, effective, and fulfilled ministry team that functions as pastors to the entire congregation at West Park.
- Partner in the spiritual development of the elders and other key lay leaders of the church.
- Provide spiritual oversight to the church by ensuring that all activities are consistent with the Bible and West Park's mission, vision, and ministry goals.
- Function as an ex-officio member of all church boards and committees as needed.

Accountability

The interim lead pastor has the following accountability:

- Utilizing the duties and responsibilities identified in this position description and the subsequent goals agreed on by Council, the interim lead pastor will regularly submit a report on the progress of the above.
- If at any time Council believes that it is in the best interest of the church for the interim lead pastor to relinquish his duties, he will submit his resignation graciously and within the time frame that Council has requested.



City Centre Baptist Church

Connecting people to Christ by worshipping God, growing in Him, and loving others.

Growth Church Resources Incorporated
128 Yellow Birch Drive
Kitchener, Ontario N2N 2N3

June 18, 2007

Dear Pastor Scott,

I am pleased to offer this recommendation in the event you may wish to fulfill additional interim pastoral roles.

The congregation has been very pleased with your ministry during this time of transition. I also believe that as the results of the survey become known to them, a better appreciation and acknowledgement of where each of them is in their walk with the Lord will become evident.

The weekly preaching and teaching you have provided has been exceptional. You may be aware of this from the response you receive at times. I personally have had a number of people in the congregation say that it is as though you were speaking directly to them.

As mentioned earlier, I believe, as does the Board, that the analysis of the survey provided by you allows us as a church to properly observe where our actions do not match essential behaviours. The information allows us as leaders to better understand our shortcomings in areas of worship, fellowship, discipleship, ministry, evangelism, people and administration.

In summary, the recommendations you offered provide numerous improvement opportunities to allow our church not only to become healthier but also to grow.

On behalf of the Board I want to thank you for being here when we needed you most.

Sincerely,

Denis A. Gillen
Chairman, Deacons' Board



Randall Memorial Baptist Church

July 15th, 2010

To Whom it May Concern,

I have had the privilege and the blessing of working with Pastor Bruce Scott for the last year and a half as the chairman of the elder board of Randall Baptist Church in Williamsville, NY. I highly recommend him to any evangelical church seeking intentional leadership.

We engaged Pastor Bruce first as a ministry consultant and later as interim pastor during a very critical time in our congregation's history. The church had seen substantial decline over a period of many years and significant changes were needed in nearly all major areas - staffing, organizational structure, the worship service, and ministry planning. The elder board recognized the need for outside help and we are thankful that God brought Pastor Bruce to us.

Pastor Bruce was able to quickly identify the key issues and develop a plan to guide us through each area of need with great skill, discernment, and godly wisdom. The progress he helped us make in a period of months was far beyond what we had accomplished over the last several years. His ability to navigate difficult decisions and situations and respond to the needs and concerns of the congregation won their confidence quickly and allowed for major changes to be made and implemented smoothly.

In addition to providing strategic leadership, Pastor Bruce also fulfilled the regular daily duties of a full time senior pastor. He provided direction to staff, ministry management, and oversight of worship service planning. His enthusiastic and organized approach along with his personable manner brought stability and much needed optimism to the church office.

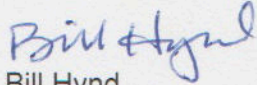
The church has also been greatly blessed by Pastor Bruce's sermons during this time which have been consistently engaging and edifying. His discernment of the church's needs resulted in messages that were very appropriate and relevant, and his credibility with the congregation gave him the authority and permission to gently challenge us when needed.

Along with all of this, Pastor Scott has been conducting a search for senior pastor candidates to present to our search committee. His years of experience in ministry and his many contacts have helped to streamline and expedite this process greatly, saving the search committee many hours of effort.

Under Pastor Scott's leadership, our congregation and leaders have matured and grown spiritually. He has helped lay a foundation and set us on a path which we pray God will bless and use for His kingdom for years to come.

I would be happy to discuss any of this in further detail. I may be reached through the church office.

Sincerely,


Bill Hynd
Elder Board Chairman

