

Lead Pastor Transition FAQ's

About the Church

1. *Will NSA remain a scripture-based church?*

During a time of transition, it is natural to wonder what is going to change. The Elders Board and Sr. Leadership Team (Dave, Mardi, and Mark) are not looking to make wholesale changes when it comes to the vision and values of our church. Our commitment to preaching the Scriptures will continue, as will our commitment to local and global mission, etc. The Board will be looking to hire someone who already shares our values.

2. *Who will be the interim pastor?*

When a Lead Pastor leaves a local church, it's important for the congregation, staff, and Board to have a plan for the ongoing ministries of the church, decision making, preaching, etc. In many respects, the size and health of the church, along with the capacity of the existing staff team, determines the strategy for the interim period.

*We have decided to establish an **internal**, interim team, providing senior leadership to the congregation, Staff, and Board.*

When is this the preferred option?

- if the church staff is larger, experienced, and capable;
- if the interim team can supervise staff, continue ministry, and function as a link between the Board and staff;
- if the internal team is able to provide the Board with continuity, the Board is more free to address the search process

What does an internal, interim team do?

- this team would handle the following:
 - supervision of staff;
 - running of ministries;
 - congregational care;
 - Sunday morning preaching (they would likely need to bring in some additional, outside, pulpit supply)
- they would also be the link between the Board and staff in terms of communication, vision, etc.

3. *Will Mark keep doing sermons until he leaves?*

Yes, Mark will continue in his role as Lead Pastor until the end of June; his work will continue to include Sunday preaching.

4. What is the tentative timeline of the search process?

The Board has assembled a search committee consisting of 3 elders: Ronnie Scott (Chair), Monica McAlduff, and James Chao; 3 congregants: George Canvin, Roxanne McGregor, and Rachel Maddock, and one staff member: Mardi Dolfo-Smith.

The position of Lead Pastor has been posted and the search process has begun. Please be in prayer for the Board and the Search Committee. There is no way of knowing how long the search process will take, but the Board is committed to waiting for the right candidate.

5. Are you looking to fill the Lead Pastor role with someone with qualities similar to Mark's, or, is it time for a change?

Every transition provides an opportunity to reflect on who we are as a church, where we are, and where God is leading us—the Board has been engaged in this exercise. The Board is committed to finding someone who is a “fit” when it comes to the vision and values that are core to NSA; they are also committed to hiring someone who possesses strong relational, communication, and leadership gifts.

The Board has expressed appreciation for Mark's leadership, **and**, they have been prayerfully reflecting on the character qualities, gifts, and experiences that a future Lead Pastor might bring to our church.

6. Is the board considering an existing staff member for the position?

As mentioned in question 4, the Board has been working to develop a *Lead Pastor Profile*; in effect, this exercise establishes a “grid” for assessing the suitability of various applicants, whether they are “internal” or “external” candidates.

The Board has spoken with both Pastor Dave and Pastor Mardi numerous times over the past few months. In these conversations, we asked both of them to take time to think, pray and discern whether they wanted to be considered for the Lead Pastor position. Both Pastor Dave and Pastor Mardi have decided to remain in their present roles, and not apply for the Lead Pastor position.

7. Will Mark still preach at NSA from time to time?

This remains to be seen but, yes, we envision having a warm and welcoming relationship with Mark that would provide occasional opportunities for Mark to preach at NSA.

8. What is the process for choosing a new Lead Pastor? How will the congregation be involved in the decision?

The Board has developed the Lead Pastor Profile based on the church's vision, values, mission, and needs. The Board will be putting together a Search Committee that is composed of Board members, staff, and members, to assess prospective candidates in terms of character, experience, and gifts. The Search Committee/Board will be communicating with the congregation

to let everyone know where we are at in the process, but for reasons of confidentiality, we cannot discuss *who* we are in conversation with.

When the Search Committee has narrowed down to a candidate, the candidate would be brought in for a “candidation weekend;” this will give the Board and congregation an opportunity to meet the candidate in person, hear them preach, watch them interact with others, etc. While the Board makes the final decision, the congregation’s feedback will be important in the decision-making.

About Mark and His Process

1. What is the role of the District Superintendent (DS)?

North Shore Alliance is a part of a denomination known as the Christian and Missionary Alliance; there are approximately 430 Alliance churches across Canada, 82 of which are here in BC—the Canadian Pacific District. Generally speaking, the role of the District Superintendent is one of leadership/oversight to the churches in the District.

The District Superintendent’s role is multi-faceted:

- the DS works with pastors and Elders Boards to develop the kind of vision, values, and culture that we have here at NSA;
- the DS also comes alongside churches, and pastors, that are unhealthy and embroiled in conflict;
- the DS provides support, resources, and direction in times of transition;
- the DS not only works within the District, but also work with our denomination’s president to fulfil a national and international vision (global mission).

2. Is the DS role focussed on preaching and writing, or is it an administrative role?

The work of the District Staff team is multi-faceted: leadership, administration, strategic thinking, conflict resolution, vision, communication, etc. Similarly to a Lead Pastor’s role with a staff team, the DS works with a team of staff to accomplish the stated priorities of the District. As such, Mark will be able to work in the area of his strengths, inviting others to work to the area of their strengths (and Mark’s weaknesses).

Mark will be preaching, writing, leading, and collaborating with many others.

3. When it comes to a DS election, is it normal to have only one candidate?

The search for a DS, like the search for a new pastor, involves a process which allows multiple people to apply for the role. The role of the Nominating Committee is to interview potential candidates, check references, and assess the overall “fit” between each candidate and the role. The final work of the Nominating Committee is to present one name—the Nominee—to the voting members (credentialed Alliance workers in the Canadian Pacific District).

While the Nominating Committee only presents one Nominee, other candidates can be included on the ballot as long as they have fulfilled the application requirements. In this present case, none of the other candidates have chosen to include their name on the ballot.

4. What will Mark's involvement with NSA be as a DS?

Mark and his family plan to continue living on the North Shore and they also plan for NSA to remain their "home" church; as Mark is able, he will continue to attend NSA as a congregant.

As a DS, Mark will remain connected to the Staff and Board of NSA in terms of encouragement and support, partnering with NSA where it makes sense to do so.

5. Will the new position allow Mark to advocate on a provincial level on behalf of the C&MA church?

While the work of the DS is primarily focussed towards Alliance Churches in BC, there are times when the DS will advocate on behalf churches to the Province.