

North Shore Community Baptist Church

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December 4, 2008

Dear Church Family,

Greetings from the Pastoral Search Committee. We are writing to invite you to attend an informal meeting with us on either December 7th or 10th so that we might update you on our activities and also discuss with you a proposal we would like the church to consider at our Annual Meeting in January, 2009.

Through the responses we as a church made to the written survey and home meetings that were held this summer, it is clear that the church body is ready and eager to move forward in some areas of ministry and growth that we have not specifically emphasized in the recent past. Primarily, we want to be more involved in our local community, in outreach and service. Also, we desire to foster deeper and more intentional spiritual growth and commitment to Christ within our body. Finally, we believe we need a greater emphasis on lay leadership development and training, so that we might be better equipped for the work of ministry.

This feedback is exciting and encouraging. It also highlights something we as a church have talked about for quite some time, which is the need for an associate pastor position of some kind on our staff. The desires we have expressed to grow and extend our ministries in new directions suggest that one pastoral ministry position and person is not nearly enough to provide the kind of pastoral care, leadership and oversight a church of our size really needs.

Thus, we would like to discuss the possibility of committing as a church to planning for an associate pastor position that would be filled at some time in the future, after our new Senior Pastor arrives. We are not seeking to define the position at this time, or even give it a specific title, for the nature and content of the position would depend in part on our new Senior Pastor's specific gifts, skills and leadership style. After our new Senior Pastor arrives, the church would work together with him to develop and define the position.

We would like to begin discussing this proposal now so that we have time to think through some of the possible implications for the future before we make this commitment. There are potential budget implications of this decision, and perhaps other changes that might need to be made in order to accommodate a second pastoral ministry position. While no other specific changes to the budget or staff would be made in connection with this decision at this time, we would need to be prepared for the possibilities, by considering them ahead of time as much as we are able.

The reason we are asking the church to consider committing to this course of action at this time is so that the Search Committee will be able to discuss the position with our top Senior Pastor candidates. It is the opinion of the Search Committee that it will be very difficult to attract the best and most qualified candidates to seriously consider being our Senior Pastor if there is any uncertainty as to whether they would have an associate pastor to share the many areas of ministry responsibility we are asking them to shoulder. We believe firmly that this will be a very important factor in anyone considering our Senior Pastor position, and we would need to know for certain whether we can tell candidates that we will have an associate pastor of some sort to assist them in the work of ministry, and to help them lead the church in the areas in which we desire to move forward.

We will be holding informal meetings on Sunday, December 7th at 6:00 PM and Wednesday, December 10th, at 7:00 PM, to give as many people as possible the opportunity to come and be part of our discussion of this concept. We would like to give you some additional background as to how we have arrived at this recommendation, and then solicit your questions, thoughts and feedback.

The Lord has brought us to this point in our life together as His people, and is surely leading the way into the future. We are already in the midst of many changes, most of which have been unexpected to us. As we embrace these unexpected changes, we have the opportunity to more intentionally reflect together on how to proactively respond to what the Lord is doing among us and where He is leading us. Please pray with us about this, and then come if you are able, to one of these meetings. As we move ahead, may we continually seek, know and gladly follow wherever our sovereign God is leading us.

For the praise of His glory,

The Pastoral Search Committee

Russ Bjork, Betsy Crowe, Karen Emery, Mark Fitzgerald, Kristin Gelinas,
Steve Gruber, Jonathan Pomazon and Louise Williams

Mark O. Coleman — *Senior Pastor*

Mike Mura — *Minister of Youth*

Ken Robinson — *Business Administrator*

Marilyn G. Sweet — *Office Administrator*

Chrissy Winson — *Office Assistant*

O Magnify The Lord . . . Let Us Exalt His Name Together - Psalm 34:3