



Succession Update

In 2010 the Elders of Maryland Community Church have been implementing a succession plan. Large congregations by their very nature have a difficult time with this process. Mortgage holders and insurance entities also encourage large congregations to make sure their succession plans are up to date and viable.

The Elders of MCC have been committed to maintaining the vision and identity of our congregation for the future. The best way to do that is continue leadership from within our structure that contains the spiritual DNA of who we are.

Hiring from within has a lot of advantages for a successful transition. Vince has been mentoring and working with Scot for the past three years in a leadership training process. Scot has shadowed Vince and been in the seat next to him gaining valuable experience.

For the past two-years two major things have been instituted: 1) Scot Longyear was appointed to be Senior Associate Pastor. 2) We began the merging of our two communities into one community. This process has been very successful and has allowed MCC to move in a more unified direction.

The Elder Executive Team along with Vince McFarland has put together some goals and objectives for succession that have been moving ahead quite nicely. This process is not so much about Vince's retirement as it is about our finding future leadership. It is their preference to have succession take place with a pastor who had a Masters Degree and had considerable experience in leadership within our ministry context.

The choice to give Scot the title Sr. Associate Pastor along with his pursuing further education and mentoring from our current Sr. Pastor has now brought us to a next step in our succession plans.

In January of 2012 Scot will assume a new title as Interim Sr. Pastor. He will begin fulfilling the role of Senior Pastor with the ability to have access to our current Senior Pastor of 25 years experience to help with any learning curves. Being the Senior Pastor of a congregation of our size has some unique features that learning by doing is the best process for success.

Vince McFarland, our current Senior Pastor will assume the role of Interim Sr. Associate Pastor. In a simple description, they will trade seats. Vince will take on some new roles that will help our staff even function more effectively for the future. This step has been a work in progress with Vince and the Executive Elders for several years. **SEE ATTACHED BRIEF DESCRIPTION**

The Constitution and By-Laws of our congregation require a vote by active members of our congregation to approve the hiring of a Senior Pastor. As is normally the case, a pastor would apply, try-out and then be voted on. Due to the enlarged role of Senior Pastor of MCC over the years we want to make sure that this “try-out” take on a deeper meaning and value.

Scot will be for all practical purposes “trying out” this new position for both the Elders and our members for at least a six-month period. This will provide plenty of time for Scot, our leadership and you as a member to prayerfully make a decision about the future Senior Pastor of MCC. Scot has been doing the majority of public teaching now for two years. Now he will lead Eldership and Staff meetings along with being the lead pastor of MCC. This will give good active learning experiences for all involved.

The actual congregational vote could be sometime between September –December of 2012.

Vince’s new role will allow us as a congregation to take advantage of his vast experience in some new roles rather than his using those skills in another setting. Vince is excited about the future of MCC and this very positive action on the part of our leadership. Vince has no plans to retire here in the near future, he is simply taking on another staff role.

MCC has a rich history of being able to morph and change in order to grow and continue impacting our community and the world for Christ. This change is unique and over the next few months we want to provide plenty of opportunities for everyone to understand it and support the ongoing ministry of this great church.

At our Altar Side Chat on Monday November 28th @ 6:30 pm we will be having a time to answer any questions you might have about this new season.

Senior Associate Pastor

Pastoral Care Coordinator

- Daily hospital and Benevolence
- PM Monthly by rotating other staff
- Contact person for Senior Adult ministry
 - Missional Group Leader for Senior Adults

Mission Partner Coordinator

- Contact person for all Mission Partners
- Budget manager
- Oversight of annual review

Spiritual Formation Coordinator

- Thursdays @ MCC Director
- Following Christ point of contact
- Transformation Team Leader
- Connect Room Coordinator
- City-Wide Church Coordinator
 - Wabash Valley Ministerial Association
 - Terre Haute Ministries

Teach every 6-8 weeks