

*Bruce  
Scott*



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## Experience Overview

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### **Pastoral Ministry**

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 the church's camping facility 12 miles north of Lloydminster. 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 Ministry Planning**

Bruce is presently 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 CGR's 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. Serving as an intentional interim these past few years in a number of larger churches, one of his major responsibilities was to develop and in many cases rebuild the existing staff into a cohesive team.

### **Publications**

Planning Software: Nelson's Church Ministry Consultant, Ministry ToolBox Professional, The Healthy Church  
Workbooks and Workshops: Biblical Blueprint for Evangelism and Biblical Blueprint for Discipleship

## Experience Breakdown - Intentional Church Interims

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### **West Park Church - London, ON**

**July 2011 to Nov. 2013**

Bruce served as the full-time intentional interim for a congregation of approximately 700 Sunday morning attendees. The following goals were achieved: focussed Sunday ministry with an emphasis on strong expository preaching, staff and congregational stability, and the review and revision of the church's missional statements. As well, we defined the relationship between the council of elders and the lead pastor, constitutional review, the commencement of a Chinese congregation through a "Church with-in a Church" concept, and increased attendance and giving. Bruce was responsibility for providing direction in the successful hiring of West Park's new lead pastor.

**Attached ...**

Reference and Position Description - Rich Scrimgeour, Chair of Council

Reference - Paul Hearse, Elder

Reference - Dan Brubacher, Executive Staff Member, Pastor of Church Ministries

### **Randall Baptist Church - Williamsville, NY**

**June 2009 to June 2011**

Bruce served as the full-time intentional interim for a congregation of approximately 350 Sunday morning attendees. Previously, Randall had an attendance of more than 700 but over the years, it had decreased for a variety of reasons. Bruce was hired initially to work with the elders to assist with the transition of the present lead pastor. The following goals were achieved: staff and congregational stability, the writiing of the Guiding Principles defining the relationship between the elders and the new lead pastor, a 97% congregational approval of a new constitution, and a strong Sunday worship experience. Bruce was responsibility for providing direction in the successful hiring of Randall's new lead pastor.

**Attached ...**

Reference - Bill Hynd, Chair of Elders

### **City Centre Baptist Church - Mississauga, ON**

**March, 2007 to Sept. 2007**

Bruce served as the part-time intentional interim for a congregation of approximately 500 Sunday morning attendees. Although he was part time, he was responsible to give leadership to the paid staff. The following goals were initially defined and achieved: a strong Sunday worship experience, redefining of the Church's missional statements, establishing specific objectives and goals for the staff and church ministry leaders, provided direction and guidance in establishing of a new General Operating Bylaw for the structure and governance of City Centre.

**Attached ...**

Reference - Denis A. Gillen, Chair of Deacons' Board

Reference - Ken King, Chairman of Search Committee

## Experience Breakdown - ParaChurch and Church Ministry

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|--|------------------------|
| <b>Church Growth Resources - London, ON - President</b>            | <b>1992 to Present</b> |
| <b>Tyndale Seminary - Toronto, ON - Vice President</b>             | <b>1989 to 1992</b>    |
| <b>First Baptist Church - Lloydminster, AB - Senior Pastor</b>     | <b>1984 to 1989</b>    |
| <b>Memorial Baptist Church - Stratford, ON - Senior Pastor</b>     | <b>1979 to 1984</b>    |
| <b>Bruce Scott Church Ministries - Scarborough, ON - President</b> | <b>1967 to 1979</b>    |



September 25, 2013

To whom it may concern:

**Re: Reference for Pastor Bruce Scott**

By way of background, my name is Richard Scrimgeour. I am a Certified General Accountant (CGA), Certified Financial Planner (CFP) and Trust and Estates Practitioner (TEP). I am currently the chair of the board of elders at West Park Baptist Church (WPBC) in London Ontario, a position I have held for the past three years. It is in this later capacity that I have come to know Pastor Scott and from which I base my reference on his behalf.

Pastor Scott was hired by WPBC on September 1, 2011 to fill the dual role of interim lead pastor and consultant to our congregation and board of elders, respectively. His hiring came shortly after the departure of our previous lead pastor under difficult circumstances. I attach Pastor Scott's position description, qualifications and responsibilities for your information.


Pastor Scott is a Christ centered leader who is committed to preaching and teaching the word of God. Under his leadership the following significant goals and objectives have been achieved at WPBC;

- Stability at the staff and congregational levels.
- Mission, vision and values have been reviewed, revised and implemented.
- Organizational structure has been reviewed, revised and substantially implemented.
- "Guiding Principles", defining the relationship between the lead pastor and elder's board, have been developed and substantially implemented.
- Constitutional review has been completed and recommended changes thereto have been developed.
- Chinese congregation started in our predominately English speaking church through "Church with-in a Church" concept developed by Pastor Scott.
- Average attendance and giving has increased.
- Successfully directed the hiring process for our new lead pastor, conducting interviews and recommending a candidate to the elders board.

I trust and respect Pastor Scott and unreservedly recommend him to your organization.

Please feel free to contact me should you wish to discuss Pastor Scott's candidacy with your organization further.

Yours faithfully



**Richard Scrimgeour, CGA, CFP, TEP**  
**Chairman, West Park Baptist Church**

encls.

## POSITION SUMMARY

The interim 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 Baptist Church. This position requires the interim pastor to provide intentional leadership in preparation for locating the next pastor.

### POSITION DESCRIPTION

The interim 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 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 vision, mission and ministry goals of the church.

The interim 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 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 pastor must possess the following:

- A clear testimony of saving faith in Jesus Christ
- A belief that the Bible is inspired, is without error and has a passion to live by it
- A character that exhibits the qualities outlined in 1 Timothy 3:1-7; Titus 1:6-9; 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
- Commits to personal regular accountability with godly men including the Council of Elders
- A recognition for 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
- Exhibits a deep desire to reach the lost for Christ
- A passion for ministry and an active champion for it in collaboration with the church leadership

- The capability to work effectively in a cooperative leadership environment and able to lead and direct the team
- Proven ability to multi-task in challenging situations

## RESPONSIBILITIES

The interim pastor has the following responsibilities:

### Role

- Schedule and preach the Word of God regularly, incorporating the preaching gifts of other ministry staff
- Continue the visioning process and develop short-term & long-term ministry goals and strategies
- To emphasize the need for loyalty, co-operation 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 pastor and the Council of Elders
- To ensure that the organization structure of West Park provides definable and clear lines of authority and responsibility
- Assist with the search process for the next pastor of West Park as directed by the pastoral search committee.

### Oversight

- 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 pastor must give priority to developing a cohesive, effective, and fulfilled ministry team that functions as pastors to the entire congregation at West Park
- Partnering in the spiritual development of the Board of 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 vision, mission, and ministry goals
- Function as an Ex-officio member of all Church boards and committees, when needed

### Accountability

- Utilizing the duties and responsibilities identified in this position description and the subsequent goals agreed on by the Council of Elders, the interim pastor will regularly submit a report on the progress of the above.



To whom it may concern:

September 30, 2013

I am writing this letter in recommendation of Pastor Bruce Scott. I have had the distinct privilege of serving alongside him here at West Park Church over the past two years. Bruce was brought in by our elders to function as our Interim Lead Pastor following a period of much turmoil among our pastoral staff, which ultimately necessitated the dismissal of our previous Lead Pastor, which then led to a season of upheaval and uncertainty among our congregation. What we desperately needed was someone to provide immediate stability, engender confidence, rally us together, and lead us forward on mission. Bruce fit the bill.

Bruce has a long and distinguished resume of ministry in local churches and parachurch organizations. His diverse experience and broad skill set make him well-suited for intentional interim leadership in a church. Here are just a few of his notable qualities: ***Bruce is an excellent collaborative leader.*** He builds teams and draws out the unique strengths of each member. ***Bruce is a big-time encourager.*** He recognizes the importance of being a constant cheerleader. ***Bruce is a make-it-happen guy.*** He pushes himself and others appropriately to accomplish goals and objectives. ***Bruce is a determined optimist.*** He chooses to see the best in situations and people, without ignoring the inherent difficulties. ***Bruce is a creative thinker.*** He is always looking for fresh ideas and innovative ways to tackle old problems. ***Bruce is an effective biblical communicator.*** He works hard to deliver messages that are faithful, relevant, and passionate. ***Bruce is fun.*** He loves to laugh and keep the atmosphere light. ***Bruce has a big heart for people.*** He genuinely cares, and he tries to help however he can.

I could go on with many other descriptions, but I want to say something personal. Bottom line, I have been thoroughly blessed by my partnership with Bruce at West Park. I have never felt more understood, appreciated, or trusted in my 14-year ministry career. Bruce has given me many opportunities to spread my wings and expand my influence, always believing in me and cheering me on. He has loved me like a son, and treated me like an equal. I have learned so much from him, and he has made me a better pastor and leader. Perhaps greatest of all, Bruce and his wife Glenis have shown genuine care for my entire family, and my kids think of them as another set of grandparents.

I heartily recommend Bruce for other interim pastoral roles. Board members, staff, and congregation alike will benefit greatly from his steady and savvy leadership.

Sincerely,

Dan Brubacher  
Pastor of Church Ministries  
West Park Church

October 5, 2013

To Whom It May Concern,

It is my privilege to know Bruce Scott and to have served on the West Park Council of Elders with Bruce.

Bruce became our interim Lead Pastor at a very difficult time in our church history. His heart was to assist us during that time. He was tasked with helping us prepare our organization for a new pastor, helping us find that pastor and providing interim leadership for our staff and congregation. A tall order, but Bruce brought a vast array of experience and skill to the position.

As a pastor I find Bruce thoughtful, compassionate and gracious. He communicates well with the congregation and is not afraid to tackle tough and sensitive issues, but always does so in a gracious manner. He speaks the truth in love. His preaching is always Bible based and he passionately adheres to the truth of Scripture. He has a heart for the lost as well as the hurting.

I am particularly impressed by Bruce's management and mentoring of staff. He has molded them into a team. I've witnessed how he developed a bond of trust and friendship with the staff and empowered them to excel and succeed. I also know he had to handle some tough issues with the staff, but did so with tact and grace.

Bruce was instrumental in developing the Guiding Principles that define the relationships, responsibilities and boundaries between staff and Board.

He helped Council fine tune and refine our Mission, Vision and Values that were developed in rough just before he started. Once complete he introduced them to the congregation. His leadership was evident as he carefully and scripturally led the congregation through the Mission, Vision and Values and helped everyone embrace them.

Bruce's skill and experience in recruiting was vital to our search for and hiring of our new lead pastor. He developed a plan for us, vetted all the applications, developed a short list and guided us through a process of selecting a single candidate. He prepared a battery of searching questions for us to ask the candidate and developed a weekend itinerary for us to meet and interview the candidate and his family before we made our final decision to recommend him to the congregation. During the subsequent candidating weekend Bruce was again a tremendous resource organizing events and helping the congregation get to know the candidate and his family and gain confidence that this was the man God was calling to West Park. This is not to deny God's sovereignty in this calling, but certainly God used Bruce's talents to facilitate both parties as we sought to affirm His will.

As far as dealing with the Board, I always find Bruce gifted in understanding and communicating the issues and presenting options for us to consider. He is collaborative, candid and gracious.

In summary, I find Bruce a consummate professional who seeks excellence in all he does. He is a respected leader and mentor. He is a team player who seeks the success of the group. More important than all this is that he is a man who loves his Lord and serves him with passion.



Paul Hearse

West Park Elder

July 15<sup>th</sup>, 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  
Randall Baptist Church





## 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



1605 Wintergrove Gardens  
Mississauga, ON  
L5M 3Z9  
905-858-4412

September 29, 2007

Dear Ministry Leader:

It has been my pleasure to work with, and under the leadership of Pastor Bruce Scott for the last six months. During this time Bruce has fulfilled the responsibilities of Interim Pastor for City Centre Baptist Church in Mississauga, ON in a commendable fashion.

This has been a time of transition for our church family. Bruce has been an invaluable resource, and brought fresh insight in navigating the highs and lows of this season in our church life. He has assisted in the transition of staff, elders and deacons, while providing stability and leadership to the congregation.

Bruce is focused and task oriented. This was exhibited in addressing the shortcomings of our constitutional governance. Drawing from his vast experience in church operations and ministry, he gently steered the leadership in the direction that was most practical and beneficial for future growth.

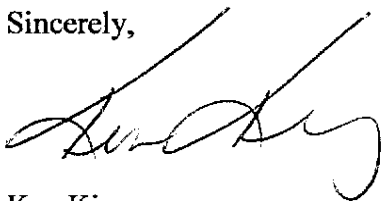
The congregation instantly bonded to Bruce and Glenis, and their genuine love and concern was evident to all. Bruce's pulpit ministry was blessed by the Lord and on one Sunday morning some one hundred people responded to an invitation. His messages were bold and uncompromising, yet delivered with love and respect.

During his tenure, there was a situation requiring church discipline. It was handled brilliantly. The church's position was not comprised in any way, yet the member was held accountable, without insult or defamation.

Drawing from my opportunity to work closely with Bruce, I believe he has a significant ability and skill set to lead a ministry forward, to provide the impetus for substantial growth, and reach the potential that our Lord and Saviour would have for it.

If I can be of further assistance please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ken King', written over a white background.

Ken King  
Chair of the Pastoral Search Committee