

VOLUNTARY MINISTRY IN ENGLAND

AMERICAN INTERIM PASTOR MINISTRIES, INC.

“WHOM SHALL I SEND, AND WHO SHALL GO FOR US?” (IS. 6:8)

LAKE BUTTERMERE

THE LAKE DISTRICT

AMERICAN INTERIM PASTOR

MINISTRIES

VOLUNTARY

PASTORAL MINISTRY

AND

YOUTH WORK

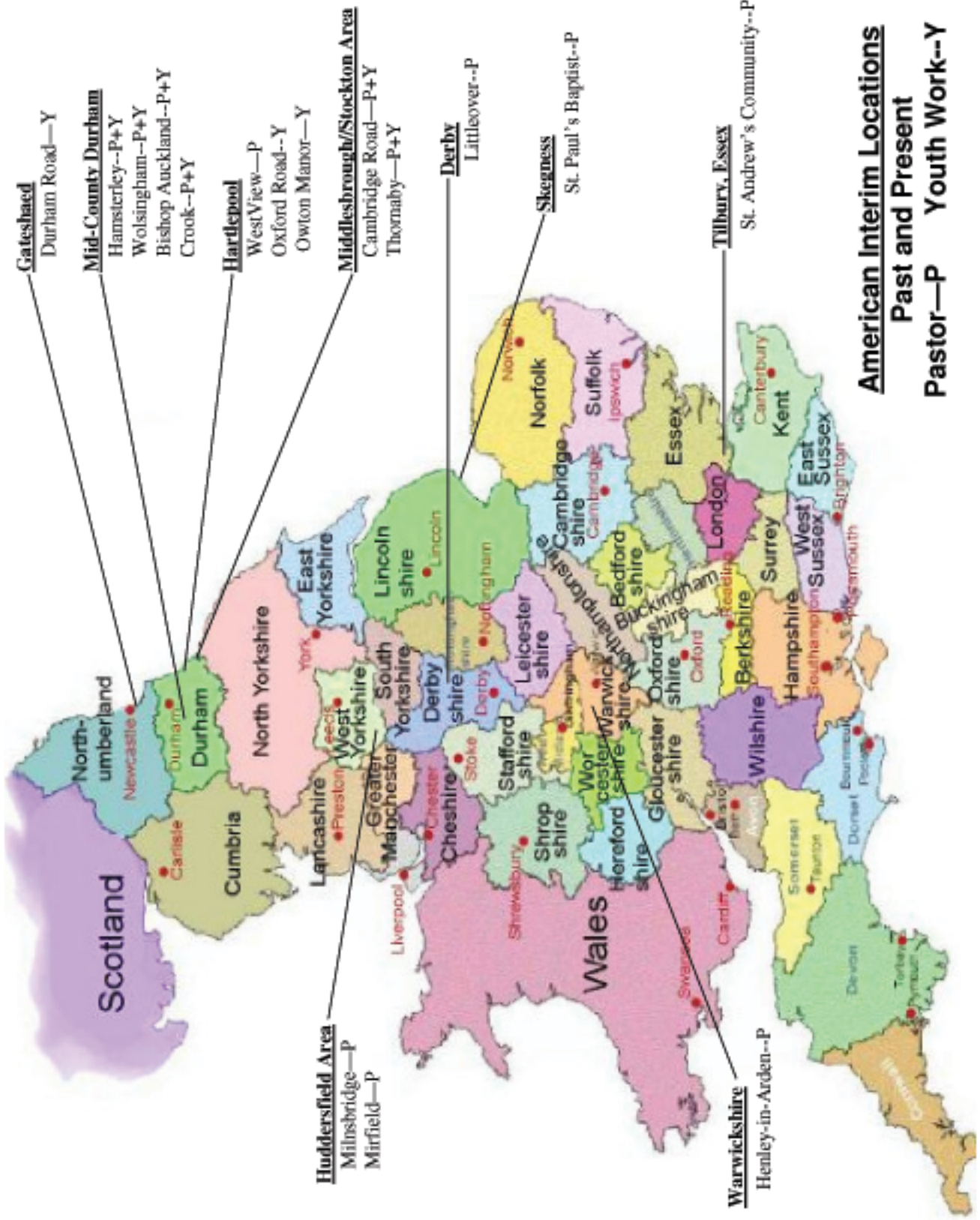
IN

ENGLAND

THE FIRST EIGHT YEARS

SUMMER 2008

(Revised January 2009)



American Interim Locations
Past and Present
Pastor—P Youth Work--Y

CONTENTS

American Interim Pastor Ministries Overview-----	1
Perspective of the Baptist Union of Great Britain-----	3
Excerpts from Baptist Times (UK) Article-----	4
British Baptist Churches Served-----	5
Americans Who Have Served as Interim Pastors-----	14
Americans Who Have Served as Interim Youth Workers-----	20
Excerpts from Texas Baptist Standard Newspaper Article-----	24
Typical Terms of Reference-----	25
Partnership Opportunities-----	28
Information Needed from Candidates-----	29
Board of Directors of AIPM and Contact Information-----	30

AMERICAN INTERIM PASTOR MINISTRIES OVERVIEW

Introduction

This booklet describes mission opportunities for retirees, university students, and others who are able to raise funds or can be self-supporting in order to serve as volunteers in Baptist churches in Great Britain.

The Need

Some British Baptist churches that were once beacons of evangelism are at risk of closing. In many cases, if the Baptist church closes, the community will have no evangelistic outreach. Church decline is alarming! A ten to twenty percent reduction in membership in ten years is not uncommon. Congregations are aging rapidly and young people are becoming scarce. The most urgent need is for visionary pastoral leadership and youth ministry. Some Baptist churches have declined to the point that they can no longer pay a pastor's salary and paid youth workers are even less likely for them.

A Possible Solution

Volunteers are a viable option and, as the following pages will show; American workers have been remarkably effective in British Baptist churches. Experienced American pastors and other staff members have the skills and experience to do the work of an interim pastor. Perhaps surprisingly, many American lay leaders are also qualified to serve as interim pastor. And, if God calls them to such a ministry, lay preachers are acceptable to British Baptists. Regardless of the background and experience, the three most important traits are a genuine love for the Lord, love for people, and a willingness to listen.

University students or recent graduates are ideal candidates for youth ministry in Great Britain. Those who are willing to take the summer plus one semester off from studies or to delay their career start can serve six month assignments. With back-to-back six month assignments and by thoroughly briefing replacements interim pastors and youth

workers, a reasonable amount of continuity can be achieved.

Our commitment to the church is that we will continue working alongside them and help the church grow until it can afford the salary of a British Baptist pastor or youth worker. When a British person is available, American Interim Pastor Ministries (AIPM) will step aside and turn over the work to the British minister. Our experience is limited, but it appears that some three to five years may be required. This is not a short-term undertaking.

Financial Arrangement

Each interim pastor and youth worker serves without salary and a "love offering" is not expected. However, for interim pastors the church provides a furnished house with utility bills paid, a car with taxes and insurance paid, airline tickets, and visa expenses. For youth workers, the church provides accommodations and either meals or a modest allowance for food and other living expenses. Youth workers pay for their own airline tickets, visa expenses, and local transportation.

The Ministry

We work with the church's leaders to identify worship and activities that will attract unchurched people, especially younger families. We seek maximum involvement of church members to ensure the ministry continues after the last American leaves. In that regard, having church members come alongside American workers has been one of the greatest blessings of this ministry.

Interim pastors in Britain do essentially the same things as they do in USA churches—preaching, teaching, visiting and performing weddings, funerals and baby dedications. The British methods may differ, but church members give excellent counsel.

In spite of the relatively small congregations, days are full with visits to church members and visits in the community as well as planning and running

outreach activities. There is a genuine interest in Bible study, therefore, preparation time for quality preaching and teaching is of utmost importance. God has been faithful to bless the efforts of interim pastors and youth workers and much good has been done for His kingdom—American interim pastors have baptized twenty-one adults since 2000.

Orientation before Serving

The biggest drawback to this ministry is the brevity of the six month assignment. For that reason, an extraordinary effort is made to brief interim ministers before they begin serving. This includes a full-day orientation with Chuck and Pat McComb discussing aspects of the ministry ranging from the way British Baptist churches operate to grocery shopping and driving on the left side of the road. Additionally, the incoming volunteers are encouraged to arrive before the outgoing people leave the UK for on-site orientation.

We stress in the orientation that we do not try to change the British church to a Southern Baptist Church. We do not insist on American methods or materials. We strongly advise against discussing politics and we suggest that those serving refrain from comparing size to things in the USA.

Assignment Duration

This ministry adopted six month assignments as standard for two reasons. At the outset of this ministry, British immigration rules allowed Americans to visit for up to six months on a visa waiver and voluntary work in a church was permitted. The second reason is that for retirees, six months away from doctors, family, and grand children seems quite long enough.

Interim assignments usually start in January or July. These start dates are preferred to allow those serving in either half of the year to have both summer and winter periods.

Visas

Visas are now required for entry to the UK for those doing religious work for any duration by the UK government. There is genuine concern about “religious” groups preaching terrorism. All AIPM volunteers must apply for UK visas.

Although standard assignments are six months some volunteers have served as few as three months and one couple plans to stay in country a total of four years. Visas are usually issued for periods of one or two years so interim workers may be allowed to return for a second assignment.

Candidate Selection

Great care is taken to keep the field level for all volunteers. The Holy Spirit selects those that will serve. AIPM does not make the selection! However, we try to do a good job of screening to avoid having someone selected that would find adjustment too difficult. After that, all candidates are dealt with uniformly.

When a UK Baptist church is ready to select candidates, we send the paperwork for those candidates believed to be willing and able to serve in the time frame under consideration. We ask the UK church to make a short list of those they sense the Holy Spirit leading them to consider further. We contact those on the short list and inquire about availability. We then send a videotape of a sermon (for pastors) and an interview with the couple on the same tape. The church selects the one to invite and notifies AIPM of their choice.

Incorporation of AIPM

AIPM started in April 2000 at Cambridge Road Baptist Church (CRBC) in Middlesbrough in the north of England. We became a Texas corporation in 2003 and applied for and received tax exempt status from the IRS. We are a 501-c-3 corporation. Therefore, contributions for the ministry of specific volunteers, for specific UK churches, and for general operating expenses are tax deductible. Contribution statements are mailed to donors in January each year. There are no paid employees of AIPM, Inc.

Rewards

Each of the churches with American interims has seen attendance and membership grow and we know the Lord is pleased with the baptisms. There are many ways He rewards those who volunteer in UK churches not the least of which is the fact that the British are lovely people and lasting friendships are made. Candidates love to return and UK church members visit us in America.

PERSPECTIVE OF THE BAPTIST UNION OF GREAT BRITAIN

The Baptist Union of Great Britain (BUGB) represents about 2,100 Baptist churches. AIPM serves churches that are affiliated with the BUGB therefore it is important to know their perspective on this ministry.

The hand of the Lord has clearly been on our involvement with the BUGB and He has used many different people in the process. The following will describe how it all came together and explain why AIPM owes a great debt of gratitude to so many people.

In 1998 John Rhodes, deacon and youth leader, sent four young people from Cambridge Road Baptist to a youth meeting in Houston. Members of CRBC suggested that the McComb's might look after the young people and they did. The four returned home with a good report prompting John to recommend CRBC contact McComb, whom he had never met, about serving as voluntary interim pastor. AIPM began at CRBC in April 2000.

Observing the work at CRBC, David Hunt of the Northern Baptist Association recommended AIPM to Thornaby Baptist. Thornaby started AIPM in June 2001. In 2002, David Lennox, Secretary of the NBA told Chris Mephram about Thornaby. Chris was Administration Manager for the BUGB and called on Ken Bugh the interim pastor at Thornaby. Chris saw the potential for AIPM to make a major difference in struggling UK Baptist churches and told another executive at BUGB headquarters, Derek Allan.

Derek traveled to the northeast and met with Ken and the deacons of Thornaby. Derek also met with the British pastor and deacons of Cambridge Road Baptist which had American interim ministry two years earlier. Derek caught the same vision for help for UK churches that Chris had.

On the American side of the Atlantic in May 2003, Jim Green, then the Minister of Missions of Sagemont Church in Houston, recognized the potential for American retirees to keep on serving our Lord. Jim invited and Sagemont paid travel for Chris and Derek to come to Houston to work out procedures for AIPM and meet with churches in Houston, Huntsville, Dallas and Ft. Worth.

When Chris and Derek returned home, Derek made a presentation about AIPM to the leadership team of the BUGB. Derek's presentation was based on his meetings with the leaders at Thornaby and Cambridge Road as well as what he and Chris learned during their Texas trip. Following is a summary of Derek's presentation:

What are the benefits?

- High quality, mission focused leadership
- New approach and ideas
- A chance to gain momentum towards calling a regular pastor
- Breathing space for a hurting church to recover and look ahead

What are the results so far?

- Leadership vacuums have been filled well
- Reports of conversions and baptisms
- New forms of outreach begun
- Hurting churches have experienced healing and reconciliation
- Mission teams have come from the USA at their own expense to boost outreach

Derek Allan accepted God's call to serve as pastor at Central Baptist, Hamilton, New Zealand but his replacement is equally supportive of AIPM. Ian Bunce became Head of Department for Research and Training in Mission in 2006. His support and encouragement are evident—the BUGB made a financial contribution to AIPM in December 2007.

Chris Mephram is no longer with the BUGB either. Chris retired at the end of 2006, but he has not abandoned AIPM! He now serves as a volunteer liaison person in the UK. He helps UK Baptist churches understand what American interim ministry is like and how to get started. His advice to AIPM on the British perspective is invaluable.

In September 2007 the McComb's visited UK churches where AIPM either has served or is now serving. Ian Bunce arranged for the Baptist Times to interview Chris and Chuck. Excerpts from the newspaper article follow:

**EXCERPTS FROM
BAPTIST TIMES ARTICLE**

PUBLISHED: 11 OCTOBER 2007

BY: JENNY WILLIAMS, STAFF WRITER.

Jenny Williams discovers a new kind of invasion as pastors from across the pond come to assist in spreading the Word and tending to congregations.

In a little publicized initiative, animated Americans have crossed the pond and helped bring revival to struggling Baptist churches.

Since 2000 American Interim Pastor Ministries (AIPM) has sent retired ministers over to lead churches needing help.

‘Interims are usually called to vulnerable churches that can’t afford a full-time minister or are not ready to start thinking about one,’ says Chris Mepham, UK liaison for AIPM. ‘But may need someone to help them through a painful time of resolution. So to bring them back to health is terrific.’

‘The real buzz is there are churches open now and thriving with English pastors who I don’t think would still be open without having had this.’

While British pastors have gone to serve in American churches, the interim scheme is designed to bring Americans here for a reason. While America has pastors to spare, England is lacking. ‘It’s not something we have over here—on principle really,’ says Chris. ‘The beauty is we’ve been serving churches that wouldn’t have otherwise had a pastor. If you call a British pastor and it doesn’t work out that causes problems and pain. Whereas, here we can see how things develop and then make a decision.’

‘In most cases, after an interim experience, churches have grown enough to pay a full-time English pastor,’ says Chris. ‘They’re the great successes really, where we’ve moved along and handed over.’

‘A huge plus is that these people come over for a limited amount of time so they want to hit the road running.’

‘That brings energy and vitality, and if it’s a church that’s been struggling, it brings a real buzz back.’

‘It’s one world as far as Jesus is concerned—His world and He’ll use us together.’

‘I find that quite exciting. Once you’re playing to that, where you come from is very unimportant.’

‘The energy of some of these American pastors, I find challenging. But we’re bringing over a quality of minister that these churches would not normally have access to. We’re talking about people who have pastored large churches, and are prepared to come over and serve little churches.’

‘And an outside influence can often help in a small church situation, says Chris. ‘In churches that have had problems, interims can be a bridge from the pain of the past to the glory of the future.’

‘When there’s been tension, the person coming from overseas is not part of that, and there are times when they’ve been able to bring wisdom and healing because they come from outside and they only come temporarily.’

‘And Americans,’ says Chris, ‘are far more open in discussing their faith. This is the thing that shames us,’ he says. ‘You’ll get a team of young people come across here from the States and they will be very open and find it very easy to express their faith. Whereas, on balance, the majority of English people are more reticent.’

‘We need to honour these people as they come. I’m a grandfather—I wouldn’t want to leave my grandchildren for six months and go somewhere else. These people have come across here, leaving their own friends and family behind and bringing their wisdom and experience and love, and I’ve see the results of it’

Several churches have already reaped the benefits of interim ministry. But pastors profit too. As an interim himself, Chuck reflects on the idea’s incentive. ‘It offers the interim pastor an opportunity to serve the Lord. It’s an opportunity for retirees to still be productive and get acquainted with some pretty nice people. The interim pastors then leave Britain with new and very dear friends.’

Chris adds, ‘And if you bring people to faith, in a church that might have otherwise closed, then you’ve got people in the kingdom who might not otherwise be in, and that’s what we’re about.’

BRITISH BAPTIST CHURCHES SERVED 2000 TO 2008

Cambridge Road, Middlesbrough Pastoral—April to Sept. 2000

AIPM did not begin as a vision or idea from any person. It was not viewed as an on-going ministry, but as a one-time-only opportunity. It was not on any man's radar screen but obviously it was in God's grand plan.

AIPM began in April 2000 when Cambridge Road Baptist, Middlesbrough took a step of faith and invited a former member to serve as interim pastor. Their step of faith was significant because the former member is an American and at that time was a layman.



Cambridge Road Baptist Church

CRBC had been searching for a pastor for several months and as is the custom in British Baptist churches, they were using different supply preachers each Sunday. While this provides good preaching, it does not usually result in pastoral care. CRBC decided to try the interim pastor concept with Chuck McComb as a volunteer with the church providing transportation and a furnished house for the McComb's use.

The ministry went well at CRBC—three adults were baptized--and the American interim pastor idea caught on. Chuck was asked by David Hunt of the NBA if other Americans would be willing to volunteer. The answer was, "Very likely they would. And, the retiree pool is vast!" Chuck asked if laymen from America would be acceptable candidates and the answer was, "Yes, if God calls them to serve!" During the eight years of this ministry nine of twenty-four who served were laymen at the time they served.



CRBC on "Church Away Day"

Four of the nine laymen have been ordained to the Gospel ministry since serving in England.

God, in His wisdom, put the wheels in motion for AIPM more than thirty years ago when Chuck was transferred to Middlesbrough, England by Monsanto Company to help build a chemical plant. Chuck, Pat and their children, Hugh and Christiana, worshipped at CRBC the four years they lived in England. Chuck, Pat, a British couple, and a single church member ran the CRBC youth club those four years.

**This ministry was not on
any man's radar screen!**

Some members of CRBC remembered the McComb's well from the 1970's and knew that God had called Chuck to voluntary pastoral ministry for his retirement years. When CRBC issued the invitation, Chuck and Pat assumed such an opportunity would not be repeated. Little did they know that they would later serve two assignments of six months at Thornaby Baptist and twenty-three other interim pastors and fourteen youth workers would help UK Baptist churches over the next eight years. In September 2000, at the end of Chuck's assignment, CRBC called a British Baptist pastor. Kevin Leavesley is the current British Baptist pastor at CRBC.



**Kevin and Hazel Leavesley,
Thomas and Scott**

In 2000 John Wills, then Minister of Education at Sagemont Church in Houston, TX, led a youth mission team to Cambridge Road Baptist. In every year since, youth teams from several USA churches have returned and helped at CRBC and other local churches. Individuals have also served, some through Youth for Christ and some called directly by churches. The USA—UK youth worker link is well established and thriving.

**Three were baptized at
Cambridge Road**



**Thornaby Baptist, Stockton
Pastoral—2001 to 2005
Youth Work—2002 to 2005**

After observing American interim ministry at CRBC, David Hunt recommended AIPM to four NBA churches in August 2000. Thornaby Baptist in Stockton-on-Tees accepted the offer. This began the search in the USA for retirees and others who could be self-supporting to volunteer as interim pastors (and the search for candidates goes on!). It also began the spread of word in the UK that Baptists from America were willing to help and the partnership began.



Thornaby Baptist Church, Stockton

Thornaby Baptist had been without a pastor for about five years when AIPM began in June 2001. AIPM continued until July 2005 when AIPM's goal was reached—the church was able to afford and locate a British Baptist pastor and David Whitehall was called. David is the first British pastor at TBC in almost ten years.



David and Mandy Whitehall

A series of American interim pastors on six month assignments served at TBC those four years. They were (in the order served) Bill and Bartie Standley, Chuck and Pat McComb, Ken and Liz Bugh, Luther and Betty Scarborough, Charles and Dorcille Vanderslice, the McComb's a second time, Jim and Brenda Martin, and James and Jo Still. David and Mandy Whitehall began ministry at TBC in August 2005.

High water marks of AIPM at TBC were two baptismal services, conducted by lay preachers serving as interim pastors. Nine adults were baptized at TBC in the four years of AIPM.



**Bugh (L) baptizing Colin Mazzetti
Paul Wright-assisting**

**Nine were baptized at
Thornaby**



**Scarborough (L) Baptizing Jim Simpson
Allan Robinson-assisting**

While serving at TBC, Charles and Dorcille Vanderslice and TBC members began repainting the window frames at the church. When Charles and Dorcille returned home in December 2003, they assembled a dozen men and women to return in April 2004 to finish the job. Their group included workers with considerable skills--some having served with Texas Baptist Men's "Retiree Builders."

TBC capitalized on these skills and the group converted two toilets for use by disabled people to

meet UK regulations. The window frame painting, toilet revisions and new floors saved TBC at least \$30,000. That is a great return on an investment of two weeks time and the Lord must be very pleased. This is one more way that "the vast pool of retirees" can serve Christ in the UK.

TBC had seven American youth workers between 2002 and 2005. One served solo but the others were pairs and one married couple served five months. The American young people helped at youth club meetings and summer Holiday Clubs. Some worked in the schools in religious education classes and helping classroom teachers. School work is a good way to contact youth in the community. American youth workers who served at Thornaby Baptist were Sarah Bodie, Curtis and Amanda Jones, Christy Brashier, Amy Shelton, Christine Hand, and Amy Atkins.

=====

**West View Baptist, Hartlepool
Pastoral—July 2002 to Jan. 2003**



West View Baptist, Hartlepool

West View Baptist had only one American interim pastor, Dwayne Burks (wife: Charlotte). WVBC decided to call their minister of youth full time and made arrangements to use supply preachers for Sunday services. Their strategy has worked very well and the church remains healthy.

Illustrative of the strong bond typically formed between the interim pastors and the UK churches, Dwayne has returned to West View two times to do conferences and members of the church have visited him and his family in Charlotte, NC—such are the blessings the Lord showers on his servants!

Milnsbridge Baptist, Huddersfield
Pastoral—June 2003 to July 2005

Four American interim pastors served MBC in a unique situation--during the construction of a new church building. MBC had demolished their original building because of structural problems.



Milnsbridge's New Church Building

Because of the construction project, MBC continued to use an "outside moderator" to conduct church business. The moderator, Ian Burley, had been pastor simultaneously of MBC and Oakes Baptist until Oakes called him full-time. When the MBC pastor left, the church asked Ian to moderate and the arrangement worked very well. Usually, with AIPM either the interim pastor or a member of the congregation serves as moderator and that works well too—there are multiple ways of doing church as long as the Lord is the Head!



Mike and Sarah Roberts

Those Americans who served MBC were Paul and Myrna McClung, Darrell and Faith Grice, Bill and Doris Hooper, and Shannon Duncan. In September 2005 MBC called Mike Roberts as pastor.



St. Andrew's Community Church,
Tilbury, Essex
Pastoral—Oct. 2003 to Mar. 2004

St. Andrew's Community Church had become a local ecumenical partnership church with a Baptist and Methodist congregation. The Methodist retained ownership of the property. St. Andrew's had been a reasonably strong church under the leadership of an energetic Baptist pastor. However, after he was called to another church, about half of the members began worshipping elsewhere leaving the remaining congregation very sparse.

AIPM started at St. Andrew's about a year after the pulpit was vacated. Only one American interim pastor, Shannon Duncan, served at St. Andrews. During the American interim ministry it was learned that a major investment was needed to bring the building up to insurance company standards and the Methodists decided to close the church. There is a healthy Baptist church nearby and we hope the St. Andrew's Baptists are now worshipping and serving there. We also hope that the Methodists from St. Andrew's found a suitable place to worship and serve nearby.



St. Andrew's Community Church

Oxford Road Baptist, Hartlepool
Youth Work—Summer 2005

AIPM youth work at Oxford Road was a “one summer only” ministry. Amanda Haney served ten weeks during her summer break from Dallas Baptist University. This time frame is an ideal time to serve British churches because the summer days are very long. Summer weather is nicer and there is a lot of scope for outreach activities. Holiday Clubs (Vacation Bible School equivalent) are conducted during the British school’s six week summer break from around July 20th to September 1st. American youth workers are extremely valuable because Holiday Clubs are very popular with kids in the community and energetic helpers are most welcome.

Accommodations and meals for Amanda were provided by two different church families. Amanda spent two weeks each month with the two different families. Most of the other American youth workers serving other churches lived in the same home for their entire stay—some ten weeks and some six months. Living in homes works, but it can be stressful on all concerned. If the church can afford to do so, rental of a flat for the use of longer term youth workers is a great solution.



Oxford Road Baptist, Hartlepool

AIPM prefers to have American youth workers serve in pairs. This provides companionship, additional sources of ideas and, importantly, a visitation partner when visiting minor children, especially in a different culture. If the church rents a flat rather than have the youth workers stay with families, the pair of workers must be the same gender.

Owton Manor Baptist Church,
Hartlepool
Youth Work—2004 to 2006

Youth Ministry at OMBC is an interesting story. The church’s leaders had a vision for reaching neighborhood teenagers. Their goal was to reach out with a combination computer room, game room, and café with lots of interaction with dedicated Christians. Unfortunately, OMBC lacked funds for the building, equipment, and staff.

In Great Britain it is possible to get funds by way of grants from the government and private foundations. Under certain circumstances the UK government will approve grants even to churches when it is demonstrated that the funds will be used to benefit the general public. Such is the case when churches run children’s clubs, youth centers, senior citizen groups, mothers and tot’s ministry, etc. OMBC got funds to build the “Solid Rock Café” and there was enough to help fund staff for the first few years.

Some church members were able to work at the Solid Rock Café, but their availability was limited. They chose to call Toby Tull, a Baylor student, to help at the café. The Lord led Toby to stay a full two years! During Toby’s ministry at OMBC, God led the church to call Baylor student, David Aycock, to work alongside Toby and OMBC members. Toby and David have been back in America for a couple of years, but the good news is that the “Solid Rock Café” is still going strong! Pam Harkness, Solid Rock’s Director said, “Toby and Dave were a core part of the sowing process as well as much esteemed colleagues and brothers in Christ.”



Owton Manor Baptist, Hartlepool (L)
Solid Rock Café (R)

Littleover Baptist, Derby
Pastoral—June 2005 to Aug. 2006

Three American interim couples served LBC: Ernest and Ann Weedon, O. D. and Jean Oliver, and Claude and Delma Jacks. Sadly, O. D. became ill on the plane to England and had to return home after two weeks. His British doctor said he could get better care where his doctors had his medical records. Interestingly, this couple developed lasting relationships in LBC in that short time.



Littleover Baptist Church, Derby

The Lord met the need at LBC and Claude and Delma Jacks agreed to serve. The paperwork and demonstration videotape were expedited, airline tickets purchased, and Claude and Delma were on the field in only one month!

In September 2006, LBC called John Clayton as their “Student Pastor” which means that he devotes 50% of his time to pastoral ministry and 50% to study for accreditation as a Baptist minister.



John Clayton

Henley-in-Arden, Warwickshire
Pastoral—Oct. 2005—On-Going

Henley-in-Arden church leaders reported that AIPM had been recommended to them for about a year before they invited their first American interim pastor. They had been concerned that the ministry would not work very well due to lack of continuity with six month assignments. (Their concern is legitimate and drives AIPM to try diligently to do a good job at “hand-over” between interim pastors and at orientation before departure for the UK.) HBC has now had interim pastors since October 2005. They plan to continue at least into 2009. Three adults have been baptized at Henley-in-Arden by American interim pastors during the three year ministry.



Henley-in-Arden Baptist Church

Those Americans serving Henley-in-Arden: Ed and Linda Sullivan, Charles and Pat Boyd, and Dick and Nadine Harmon. Dick and Nadine sensed God’s call to stay longer than the standard six-months for AIPM pastors. They obtained a visa for one year and extended the visa for a second year. Their two years service at Henley-in-Arden will finish and they will return to the USA in October 2008.

**Three were baptized at
Henley-in-Arden**

Hamsterley Baptist, County Durham
Pastoral—Jan 2005—On-Going
Youth Work—May to July 2008

Hamsterley Baptist has a fascinating history. The church was established in 1652, just fifty years after the first Baptist church on British soil in Spitalfields, London. Hamsterley was a mission church from Stocksfield Baptist located thirty miles north. Stocksfield started in 1650. Praise the Lord for those mission minded Baptists! Hamsterley's current building went up in 1774.



Hamsterley Church and Manse 1774

In 2003 HBC had dropped to three members and only five attendees on Sunday. HBC then asked the Northern Baptist Association to take over administration of the church. AIPM and the NBA discussed a partnership with HBC, but realized that HBC could not support AIPM (airline tickets, local transportation, utilities for the parsonage, etc.). AIPM set out to raise funds in the USA to support the ministry at Hamsterley Baptist.

The Lord answered prayers! Three USA Baptist Churches and six American families have supported AIPM at Hamsterley for four years. The support continues and the ministry is growing! The USA supporting churches are (in alphabetical order) FBC Mineola, TX, FBC New Braunfels, TX, and FBC Risco, MO. Start-up funds were raised and AIPM began at HBC in January 2005.

In the summer of 2005 the retired British lay-preacher at Wolsingham (WBC), five miles from Hamsterley, became ill and resigned. WBC invited the American interim pastor to serve as their pastor as well. Services at WBC are held at 3:00 PM on Sundays so there is no schedule conflict.

In 2006 the pastors of two nearby Baptist churches, Bishop Auckland and Crook, were called to serve elsewhere in Britain leaving those two churches without pastors. In late 2007, BABC and CBC invited Jim Williams, American interim pastor of Hamsterley and Wolsingham, to also serve as their pastor. At the present time Jim serves the four churches which we refer to as the "mid-County Durham ministry." Jim holds Sunday morning services at BABC twice a month. He holds services Hamsterley and Crook once per month and every Sunday afternoon at Wolsingham.



Wolsingham Baptist Church



**Worship at Hamsterley
Hamsterley and Crook Combined**

In August 2004, Hamsterley and two other churches in the Northern Baptist Association received help for their ministries from Texas Baptist Men's Retiree Builders. George Shafer (wife, Barbara) led a group of eight couples to do project work in the three churches. They installed

a new floor in Hamsterley's manse (parsonage). They also equipped toilets for use by disabled persons in Berwick Hills and Easington Colliery Baptist churches. Toilet conversions were required by law by October, 2004, so their work was timely! We will be eternally grateful for Texas Baptist Men's support for these three churches, the NBA, and AIPM.

Crook Baptist meets in a community center for worship services. Bishop Auckland Baptist meets for services in its own premises.



Bishop Auckland Baptist Church

Those Americans who served the mid-County Durham churches are Bill and Margaret Taylor, Darrell and Faith Grice, Shannon Duncan, Gregg Trickett, and Jim and Sally Williams. Jim has answered God's call to pastor these four churches for four years—2007 through 2010. This continuity of ministry is priceless!

In May 2007 the four churches in mid-County Durham called their first youth and children's worker, Angel Curry, a recent graduate from Dallas Baptist University. Sadly, Angel became ill and had to return to the USA in July after only two months in the UK. A search is being conducted for a replacement for her.

=====

Zion Baptist, Mirfield, West Yorkshire
Pastoral—Apr. 2007 to Dec. 2008

Zion had been without a pastor for two years when AIPM began. They have worked with the

American interim pastors and the Yorkshire Baptist Association in developing a long range plan for the church. As of December 2008 Zion completed AIPM and is seeking a British Baptist pastor to take over from early 2009.



Zion Baptist Church, Mirfield

The Americans who have served Zion are Darrell and Faith Grice, Tom and Lorraine Roote, Charles and Pat Boyd, and Harlan and Joann Spurgeon.

=====

St. Paul's Baptist, Skegness
Pastoral—Jan. 2008—On-Going



St. Paul's Baptist Church and Hall

St. Paul's is an unusual name for a Baptist Church. The premises had belonged to the Church of England and had been called St. Paul's Anglican Church. Baptists bought the property in 1910 and changed the name to St. Paul's Baptist Church. AIPM at St. Paul's has gone very well and they are continuing with American interim pastors at least into 2009. Those Americans who have served are Jim and Brenda Martin and John and Jan Ward.

Six adults were baptized by the two American interim pastors at St. Paul's in 2008. This brings the total that has been baptized by American interim pastors since 2000 to twenty-one.



**Martin (R) baptizing Tim Waite
Raish Sarin--assisting**

**Six were baptized at
St. Paul's.**

Durham Road Baptist, Gateshead Youth Work—Jul. 2008--On-Going.

Like so many churches in Great Britain, Durham Road Baptist experienced steep decline in the last half of the 20th century. In the mid 1950's DRBC was considered one of the strongest evangelical churches in the north of England. Membership in 1954 was 329 and Billy Graham preached there in that year. By 2001 membership had fallen to 28!

In 2001 David Hunt began working with DRBC on a vision and strategy. In January 2002 the church took the bold step of calling David as pastor, their first full-time pastor in over thirty years!

Between 2002 and 2006 attendance in worship tripled, from twenty to sixty. Youth work was also emphasized. DRBC's youth program grew from

one to two youth clubs. DRBC also added two mixed gender "five-a-side" football teams.

In 2007 DRBC voted to partner with AIPM and receive volunteer youth workers from America. DRBC committed funds from their offerings and wrote grant requests to provide housing and a food allowance for American youth workers. Youth workers will pay for their own transportation and visas. They will receive no salary.



Durham Road Baptist Church

As has been the case in so much of our ministry in England, we have had invaluable help from others. In the spring of 2008, AIPM and DRBC began working with Go Now Missions, a ministry of the Baptist General Convention of Texas. Go Now appoints university students from all over Texas to serve as missionaries. Their assignments may be a few weeks, an entire summer, or for periods of up to ten months. Go Now recommended Matt Johnston, a student at Wayland Baptist University. DRBC called him to serve. Matt arrived at DRBC on July 12, 2008. He got this new AIPM effort up and running.

Matt remained at DRBC until mid-December 2008. In January 2009, Travis and Hannah Shelburne, recent graduates from Montreat College in NC, will go to DRBC with their young son, Tristan. Travis and Hannah will serve in DRBC's youth ministry for twelve months in 2009.

Word has spread that American university students and recent graduates can be of tremendous service to British Baptist churches. In addition to DRBC, there are three other churches in the Northern Baptist Association which have requested AIPM help with their youth work. The need for candidates is urgent!

AMERICANS WHO HAVE SERVED AS INTERIM PASTORS IN BRITISH BAPTIST CHURCHES



Charles and Pat Boyd, Springfield, MO

Charles and Pat served Henley-in-Arden Baptist in 2006 and Zion Baptist in Mirfield in 2008. Both are retired university business professors. Charles, a deacon at Second Baptist, Springfield, MO, was “commissioned” to serve as volunteer interim pastor before his assignment at Henley-in-Arden. Charles baptized one adult at Henley.



Dwayne and Charlotte Burks, Charlotte, NC

The Burks served West View Baptist in Hartlepool the second half of 2002. Dwayne had a career in banking, but had sensed God’s call to ministry. When they returned to the USA, Dwayne became pastor of Bethany Baptist in Charlotte, NC.



Ken and Liz Bugh, Huntsville, TX

Ken and Liz served Thornaby Baptist Church in the second half of 2002. Ken baptized three adults. Ken had a career in sales and management of office products businesses. Upon his return from Thornaby he managed the LifeWay store in Chicago. In 2007 he became a Field Representative for Moody Bible Institute. Ken is VP of AIPM.



Shannon Duncan, Charlotte, NC

Shannon served St. Andrew’s Community Church six months from October 2003, Milnsbridge three months in 2005, and Hamsterley three months in 2006. Shannon is a retired executive from UPS. His wife, Tillie, is on staff at their home church in NC and was unable to accompany him in England.



Darrell and Faith Grice, Richardson, TX

Darrell and Faith served Milnsbridge six months in 2004, Hamsterley five months in 2005 and Mirfield three months in 2007. Darrell's career includes music, youth, education, and mission ministry in Baptist churches in Florida and Texas. He retired from The Heights Baptist, Richardson, Texas, in 1997. Darrell and Faith continue to take an active part in the mission ministry at The Heights.



Bill and Doris Hooper, Bolivar, MO

Bill and Doris served Milnsbridge Baptist the second half of 2004. Bill had served as pastor of a British Baptist church for five years over thirty years ago. Milnsbridge was like coming home. Bill is a retired music professor from Southwest Baptist University in Bolivar, MO.



Dick and Nadine Harmon, Stafford, VA

Dick and Nadine began serving at Henley-in-Arden Baptist in January 2007. Shortly after they arrived they sensed God's call to stay longer than the standard six months. They will have been there almost two years when they return to the USA in October 2008. Dick served as pastor at several Baptist churches in California for thirty years. He accepted God's call to serve on staff at a large church in Virginia for eight years before retirement in April 2005. Dick baptized two at Henley-in-Arden.



Claude and Delma Jacks, Beeville, TX

Claude and Delma served Littleover Baptist in 2006. When O. D. Oliver became ill and had to leave LBC, O. D. and Jean mentioned that Claude and Delma might be willing to serve. The Jacks were contacted and their paperwork for AIPM was expedited. A videotape of a sermon is required, but Claude was not scheduled to preach. The problem was solved by setting up a camera in an empty worship center to record his sermon to five people. The tape was rushed to LBC and Claude was called. The Jacks were on the field in only one month from the initial contact with them.



Jim & Brenda Martin, Lake Jackson, TX

Jim and Brenda served Thornaby the second half of 2004. They began AIPM at St. Paul's in Skegness in January 2008. Jim baptized five adults. Jim is a retired chemical engineer from Dow Chemical Co. When they are not with AIPM in England, they serve at The Lighthouse, a mission church started a few years ago by First Baptist Lake Jackson, TX.



Chuck & Pat McComb, Friendswood, TX

Chuck and Pat began AIPM in April 2000 at Cambridge Road in Middlesbrough. Three adults were baptized at CRBC. They served Thornaby the first halves of 2002 and 2004. Chuck is a retired mechanical engineer from Monsanto Co. and helped build a chemical plant near Middlesbrough in the late 1970's. Chuck served as "relief pastor" in Chehalis, WA and Risco, MO in 1998 and 1999 and as Minister of Missions at Sagemont in Houston from 2004 to 2006. Presently, Chuck works almost full-time on AIPM.



Paul and Myrna McClung, Ingram, TX

Paul and Myrna started AIPM at Milnsbridge near Huddersfield in June 2003. Paul served as pastor of churches in West Texas. He retired after about ten years as senior pastor of FBC, Ingram, Texas. Paul now teaches a Bible study class at FBC Kerrville, TX. FBC Kerrville graciously supported Paul's ministry and AIPM by buying a computer for Paul and future interim pastors at Milnsbridge, to use.



O.D. and Jean Oliver, Gilmer, TX

O. D. and Jean served Littleover in Derby for two weeks in January 2006. Before retiring, O. D. was pastor at several churches in Texas. He also served with the IMB in Germany. O. D. became ill on the plane to England. He and Jean were advised by UK doctors that he should be home in Texas where his medical records would be available. Despite their short stay at LBC, O. D. and Jean made many close friends. O. D. went home to be with the Lord in 2008.



Tom and Lorraine Roote, Atlanta, GA

Tom and Lorraine served Zion Baptist in Mirfield the first half 2008. Tom, Zion's deacons, and the Yorkshire Baptist Association worked on ways to secure Zion's future. Also, plans were developed for maintenance and facilities upgrades. Tom's ministry career includes service as a professor at New Orleans Baptist Theological Seminary as well as Director of Missions for the Birmingham, Alabama Baptist Association.



**Harlan and Joann Spurgeon
Springfield, MO**

Harlan and Joann began service at Zion in Mirfield in July 2008. They are working with Zion on new ways to reach the community including a "movie evening" with appropriate movies. Equipment has been procured and copyright issues have been resolved. Harlan and Joann were missionaries with the IMB in China. Harlan also served at IMB headquarters in Atlanta, GA. He was President of Southwest Baptist University and senior pastor of FBC Bolivar, MO.



**Luther and Betty Scarborough
Arlington, TX**

Luther and Betty served Thornaby the first half 2003. Luther baptized six adults at TBC. Luther was not retired when he and Betty served at TBC. He was still very active as an insurance agent. He temporarily turned his insurance business over to partners and took six months off to serve the Lord. Luther and Betty are active members at Sagamore Hill Baptist church in the Ft. Worth, TX area.



Bill and Bartie Standley, Houston, TX

Bill and Bartie started AIPM at Thornaby in June 2001. One major contribution they made to TBC was to begin a youth club for eight to twelve year old unchurched children in the neighborhood. That youth club continues to this day! Bill served as pastor in his early adult life then had a twenty-nine year career with Shell Oil Company as a machinist. Since retiring from the oil industry, Bill has done mission work in Alaska as well as England. Currently, Bill and Bartie are volunteer workers at Trinity Pines Baptist Camp. Some folks just never "retire" and that keeps AIPM going!



James and Jo Still, Sulphur, LA

James and Jo served Thornaby the last half of 2005. They completed AIPM's four years of service at TBC. Upon their departure, TBC called David Whitehall as pastor. James served as pastor of churches in Texas, Oklahoma, and Louisiana. He retired as senior pastor of Central Baptist Church in Sulphur, LA in 1996, but has stayed active in mission work and writing.



**Bill and Margaret Taylor
Fredericksburg, TX**

Bill and Margaret went "back home" to start AIPM at Hamsterley in January 2005. They were home again because both of them were born and raised in Scotland! Though the couple arrived at Hamsterley before the manse (parsonage) had been prepared, they got AIPM off to a great start. Near the end of their six month assignment, Bill was invited to preach at Wolsingham Baptist. On that Sunday Wolsingham had a visitor who had recently been president of the Baptist Union of Wales. The visitor later recommended AIPM to the Welsh Baptist Union. There are 480 Baptist churches in Wales, but only 150 are English speaking. To date, no Welsh Baptist church has used AIPM, but we are willing to serve! Before retirement, Bill served as pastor of churches in New Zealand and Texas.



Ed and Linda Sullivan, Granbury, TX

Ed and Linda started AIPM at Henley-in-Arden in October 2005. They came home for Christmas and returned in January to finish their six month assignment. Ed is a retired US Air Force pilot and had a second career with a contractor with the Department of Defense. Ed had been an active layman in his home church. When they learned that he had accepted the call to serve as interim pastor at Henley-in-Arden his church ordained him to the Gospel ministry. That level of confidence and support is most encouraging.



Gregg Trickett, Tulsa, OK

Gregg served Hamsterley and Wolsingham for five months in 2006. He followed Bill and Margaret Taylor, Darrell and Faith Grice, and Shannon Duncan in the two churches. When Gregg is not serving a church in the USA or overseas, he makes his living as a construction contractor.



**Charles and Dorcille Vanderslice
Mineola, TX**

Charles and Dorcille served Thornaby the last half 2003. They returned to TBC with a twelve person crew for two weeks of construction work in April 2004, demonstrating that there are multiple ways we can serve our Lord and help His churches in England. Charles was founding pastor at The Heights Baptist in Richardson, Texas. He also served as Vice President at Dallas Baptist University and as Vice President of the Annuity Board of the Southern Baptist Convention (now "Guidestone") before his retirement.



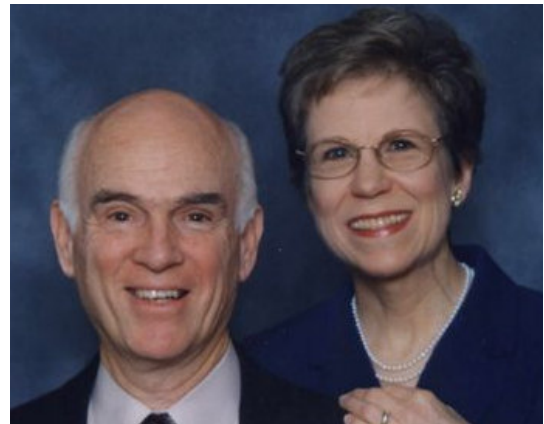
Jim and Sally Williams, Scottsdale, AZ

Jim and Sally began serving Hamsterley and Wolsingham in January 2007 and will continue serving those two churches, as well as Bishop Auckland and Crook, through 2010. Jim was founding pastor of Son Light Community Church in Scottsdale, AZ in 1995. He served there ten years before his second retirement in 2006. Jim's first retirement was in 1995 after a twenty year career in Human Resources in the grocery industry.



Ernest and Ann Weedon, Deer Park, TX

Ernest and Ann started AIPM at Littleover in June 2005. They did an unusual outreach event. They invited the church and their neighbors to a birthday party for Ernest. Seventy people came and half were unchurched people. Yes indeed, there are many ways of outreach! Ernest was senior pastor at First Baptist Church, Deer Park, Texas before his retirement. Ernest and Ann continue to serve in that church's outreach and teaching ministry.



John and Jan Ward, Lake Jackson, TX

John and Jan began at St. Paul's in July 2008 and will stay until December. John had a thirty-one year career as a chemical engineer with Dow Chemical Co. John had taught Bible studies and served as a deacon for many years, but had no preaching experience. When St. Paul's called John to be their interim pastor, he asked for and got opportunities to do supply preaching in the Gulf Coast Baptist Association. John enlisted the help of a retired pastor to critique his sermons. It worked!

AMERICANS WHO HAVE SERVED AS INTERIM YOUTH WORKERS IN BRITISH CHURCHES



Amy Atkins, Dallas Baptist University

Amy and her ministry partner, Christine Hand, served six months at Thornaby, Oct. 2004 to Mar. 2005. They lived in the home of a TBC member.



David Aycock, Baylor Baptist Univ.

David served at Owton Manor Baptist Church in 2006. His ministry partner was Toby Tull. They helped in OMBC's "Solid Rock Café," a ministry to reach teenagers. David and Toby lived in a rented apartment.



Sarah Bodie, Baylor Baptist Univ.

Sarah served solo in youth work at Thornaby for six weeks in the summer of 2002. She was one of the first AIPM youth workers at Thornaby Baptist and the idea caught on. She stayed in the homes of two church members.



Christy Brashier, Dallas Baptist U.

Christy and her ministry partner, Amy Shelton, served Thornaby Baptist ten weeks in the summer of 2005. They stayed in the home of a TBC member. Christy graduated and now serves in Dallas Baptist University's student ministry. She has been most helpful to AIPM in spreading the word about the opportunities in England and giving practical advice.



Christine Hand, Dallas Baptist Univ.

Christine and Amy Atkins were the last American youth workers to serve at Thornaby (Oct. 2004 to Mar. 2005). TBC's youth ministry remains strong. The efforts of all seven American youth workers at TBC continue to pay dividends.



Angel Curry, Dallas Baptist Univ.

In May 2008, Angel reported for duty as children and youth worker in the four churches AIPM serves in mid-County Durham. She had obtained a visa and intended to stay a full year. Unfortunately, she became ill in early July and had to return to the USA. In spite of the short stay, she made numerous friends in the churches.



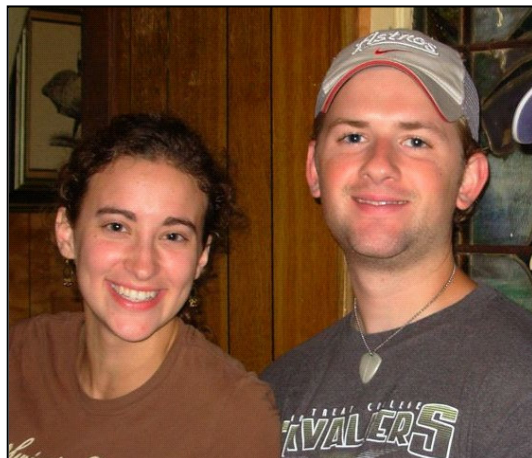
Amanda Haney, Dallas Baptist Univ.

Amanda did youth work solo at Oxford Road Baptist in Hartlepool for ten weeks in the summer of 2005. She stayed in the homes of two ORBC families alternating two weeks with one family and two weeks with the other.



Matt Johnston, Wayland Baptist Univ.

Matt applied to Go Now Missions for an assignment for the summer and fall semester 2008 and was selected. He had also been approved for a one month course at Oxford in June 2008 so serving with AIPM in England was an excellent opportunity. After his Oxford studies, Matt reported for youth ministry at Durham Road Baptist in Gateshead. He will help run two established youth clubs, two “five-a-side” mixed-gender football teams and other outreach events. He hopes to start a Christian Union at Gateshead College.



**Travis and Hannah Shelburne
Montreat College**

Travis and Hannah are recent graduates of Montreat College near Asheville, NC. They have not yet served, but have accepted the call to do voluntary youth work at Durham Road Baptist in Gateshead. They are presently raising funds to meet their financial needs and applying for a visa for a one year stay at DRBC beginning in early January 2009. Durham Road Baptist will provide a furnished flat for the Shelburnes and will pay the utility bills. The church will provide a modest living allowance principally to cover food expenses. Travis and Hannah will pay for their visas, airline tickets and local transportation.



**Curtis and Amanda Jones
Houston Baptist and Texas A and M**

Curtis is a graduate of Houston Baptist University and Amanda graduated from Texas A and M University. After graduating from HBU, Curtis delayed his career start to do voluntary youth ministry at Thornaby in 2004. Curtis and Amanda raised the funds to support their work at TBC. They rented a flat and members of TBC, Berwick Hills Baptist, and some other friends furnished it very nicely. They had the use of a car owned by TBC for their ministry. Curtis and Amanda paved the way for other American youth workers to help in the Thornaby Community School where valuable contacts were made.



Amy Shelton, Texas A and M. Univ.

Amy and her ministry partner, Christy Brashier, had met only once before their ten week assignment at Thornaby Baptist. They met at the AIPM orientation. They got on great proving again that “God makes no mistakes.”



Toby Tull, Baylor University

Toby is the longest serving of any youth worker with AIPM. He helped Owton Manor Baptist for two years including the year with David Aycock. Toby played a key role in Owton Manor’s outreach to Hartlepool teenagers through the “Solid Rock Café.”

EXCERPTS

BAPTIST STANDARD ARTICLE

Published: September 19, 2003

***Texan volunteers livening up
some struggling British churches***

By George Henson
Staff Writer

HOUSTON--Texas Baptists are breathing new life into several struggling British Baptist churches, inspired by the calling of a retired layman.

Chuck McComb is founder and president of American Interim Pastors Ministries, an organization that connects pastorless British churches with interim pastors from the United States. The interim pastors help grow the congregations to a point of health that allows them once again to hire their own pastors.

The seeds for the ministry were planted about a quarter century ago when Monsanto Chemicals transferred McComb to England. While living there four years, he and his family attended Cambridge Road Baptist Church in Middlesbrough. Later, as he approached retirement, McComb began to sense a call to ministry and earned a master's degree in religious education at Southwestern Baptist Theological Seminary. The church in Middlesbrough learned of his graduation, and he was invited back to serve as interim pastor there after a 20-year absence.

Currently, American Interim Pastors Ministries is working with two churches--Thornaby Baptist Church in northeast England and Milnsbridge Baptist Church in the north central region. Charles Vanderslice, founding pastor The Heights Baptist Church in Richardson, is serving the Thornaby congregation, and Paul McClung, retired pastor of First Baptist Church in Ingram, is serving Milnsbridge.

Since McClung arrived, two midweek Bible studies have begun to meet in the parsonage, and construction work is soon to begin on a new building. He won't see the new building, at least on this trip, because he comes back to the United States Dec. 2.

Each interim pastor goes for six months, the limitation of a tourist visa. The church supplies round-trip airline tickets, a car, a house and utilities, but the pastor receives no salary. However, the enthusiastic response to in-depth Bible study and expository preaching has been a reward in itself, McClung said.

Vanderslice also has seen great enthusiasm in the church he serves. Members are especially interested in reaching teenagers, an effort that has been aided when American youth groups on mission trips have visited. Vanderslice is helping the church discover how to reach teenagers on a consistent basis. He also is helping them upgrade the church facilities.

Luther Scarborough, a member of Sagamore Hill Baptist Church in Fort Worth for more than 40 years, never had been a pastor until he took his turn as an interim at Thornaby. He found it a rewarding experience, however, to offer people the prospect of the assurance of eternal life in heaven after having retired from a career in life insurance.

Ken Bugh, vice president of American Interim Pastors Ministries and also a former interim pastor of the Thornaby church said the growth is crucial. "The British Baptist organization has some money to help these churches, but they want to make sure they invest their money in churches that are going to survive," he said.

The task is more than one person can accomplish in six months, all agreed. "You feel like you left some unfinished business, but I guess you feel the same way if you retire from the First Baptist Church after 30 years," Scarborough said. Bugh agreed: "It's really hard to leave because you've made lifelong friends and you feel like the work's just begun."

Scarborough devoted himself to building up the leadership base in the area, leading six men through the book "The Purpose Driven Life."

McComb said laymen like Scarborough can be effective in this ministry. "They don't need to be dynamic pulpiteers but just willing to work energetically alongside the people there." The three primary criteria for service, he said, are to love Christ, love people and have a willingness to listen.

American Interim Pastor Arrangement Typical “Terms of Reference”—Agreed to by UK Church and Candidate (Revised January 5, 2009)

BACKGROUND

The Interim Pastor Arrangement has been set up to provide visionary, mission-minded leadership, and pastoral oversight to churches currently unable to afford or unable to locate a full-time pastor. It is envisioned that a series of suitable retired pastors or lay leaders from America will serve a church for a period of six months each.

It is expected that the church will grow through ministry to the point that it is able to appoint a full-time salaried pastor from the UK, with help of a Home Mission grant (from the Baptist Union of Great Britain), if necessary. It might be hoped that after a period of three to four years the receiving church might be in a position to call its own pastor.

The aim of this document is to express the formal relationship between Interim Pastors and the churches which call them. This does not bring about a “contract of service,” but rather reflects good practice arising out of good relationships built on mutual trust.

STATUS

An interim pastor will not be an employee of the church and no salary, stipend, or retention fee will be paid.

An interim pastor will be accountable to the Church Members’ Meetings and to any authority delegated to the Church Officers (i.e. elders and/or deacons).

In recognition of the short-term nature of the position, an Interim Pastor will not be required to become a church member, but may make application.

The interim pastor will be expected to attend Church Members’ Meetings and Church Leadership Meetings (Elders/Deacons Meetings). The former will be by the consent of those present,

if the interim pastor is not a church member; the latter will be by invitation of the Elders/Deacons.

ROLE

The specific work an interim pastor undertakes will depend on the needs of the church, but it is envisioned that it would cover the following areas:

Leadership--helping a church cast its vision and to establish a long-term strategy. Successive interim pastors will be able to continue to pursue the established vision and strategy, and provide as much continuity as possible in their ministry to the church and its community. It may be useful for the church and interim pastor to engage their association to lead a “mission consultancy” to help them identify their potential and establish their vision and strategy.

Mission--assisting a church to reach out to its local community through networking, special events, and ‘Gateway’ activities (i.e., activities which provide a way into church life for the unchurched, such as toddlers groups, seniors lunch-clubs, drop-in centers, etc.).

Evangelism--working on a one-to-one basis with church contacts to seek to bring them to faith in Christ.

Preaching and Teaching--enabling believers to grow in their faith and learn how to share it with others.

Discipleship--teaching groups and individuals so as to build people up in the faith. In particular preparing people for baptism, marriage, and infant dedication.

Pastoral Care--ensuring that believers and contacts are cared for materially, emotionally, and socially as well as spiritually.

RESPONSIBILITIES

Specific responsibilities of the interim pastor will be worked out with the local church but it is envisioned that the duties would include:

Forming a strategy group--to work with or alongside the deacons to plan the church's outreach and ministry and to execute the actions of the mission consultancy if a mission consultancy has been done. The group should be representative of the mix within the congregation (male and female, ranging in age, where possible, from youth to seniors). The group will help the interim pastor understand the local culture and provide input on how the church and pastor can work together to accomplish the church's mission.

Preaching and leading worship at Sunday Services--the frequency would be by mutual agreement with the church, but would normally be at least three weeks out of four. It is recognized that not every interim pastor will feel competent (or comfortable) in leading the worship and praise portion of services. In that case, the interim pastor and church leaders should look for an alternative that will meet the needs. This may be done by identifying suitably gifted members of the congregation to assist. The interim pastor will normally conduct communion services and funerals. The interim pastor may conduct wedding ceremonies provided that either the church's authorized person or the local registrar is present and handles the official records. The interim pastor may be asked to lead funeral, crematorium, and committal of ashes services.

Leading Mid-week Bible Study/Prayer Meeting--the frequency would be by mutual agreement with the church, but would normally be at least three weeks out of four. Experience has shown that many British Baptists enjoy Bible studies in a home setting and interim pastors and the spouse of interim pastors have had very successful men's and women's Bible studies on weeknights in addition to the mid-week prayer meeting and Bible study.

Engaging in personal evangelism--in the community and amongst church contacts.

Pastoral visiting - shared with deacons and church members.

REIMBURSEMENT

Although no salary, stipend, or retention fee is payable, the church is expected to cover all reasonable out-of-pocket expenses for the duration of the pastorate including:

Transportation--Reimbursement for airline tickets and surface transportation from the USA to the UK for the interim pastor and spouse. Reimbursement may be made after arrival in the UK or when tickets are purchased. The church shall also reimburse the interim minister for the cost of any other approved travelling and out of pocket expenses incurred on church business, including postage, stationery, and attendances at Baptist Union and Association Assemblies and the Area Ministers' Annual Conference.

Housing--The provision of accommodation with basic furnishing and payment of utility charges including gas, electricity, water, and basic telephone rental and phone calls that are made for church business. The church will pay council tax and provide insurance on the contents of the house or apartment. A member of the church should be designated as the person to handle all matters regarding the manse including repairs, insurance, and assisting a newly arrived interim pastor in getting familiar with the operation of fixtures and appliances in the manse. It is normal for the minister to keep the interior of the manse and its garden in a clean and tidy condition. It would be expected that an interim would fulfil this responsibility appropriately.

Certain costs associated with UK housing that individual churches will address are whether or not the church will pay for TV cable service, TV license fee, and Internet service.

Automobile--A fully insured car with the interim pastor named as the main driver and the spouse listed as a driver if the spouse will be driving the car. In the UK insurance industry the main driver is the person who uses the car most. Listing anyone else as the main driver could make the policy null and void. The insurance policy must note that the car will be kept at the manse. If it will be kept in a garage, this should be noted as this could impact premiums. The place where the car is kept is important because premiums are based

on risks in different neighborhoods. Photocopies of the car insurance certificate will be given to the interim pastor and sent to AIPM. The cost of MOT, road taxes, and repairs will be paid by the church. Mileage for church business will be reimbursed at 15 pence (about \$0.30) per mile. The church will be responsible for maintenance and repairs. A member of the church should be designated as the person to handle all matters regarding the car. This should include insurance, inspections, road taxes, and repairs. The designated person should assist a new interim pastor in getting familiar with the car and the local roads.

Other Expenses: Receipted expense claims for purchases made in support of the church's mission should be submitted to the Church's Treasurer for reimbursement. It is appropriate to get approval before any major expenditure.

UK Visas: Visas are required for all visitors that do religious work in the UK. Visas applications are made on-line. The cost is about \$350 per person and will be reimbursed by the UK church. A Registered Sponsoring Agency must issue the invitation to come to the UK for religious work. AIPM, is working with our associates in the UK on how best to meet RSA requirements. The sequence is: the church demonstrates that no UK citizen is available and requests a proper invitation from the RSA. The candidate submits the RSA invitation along with passport, other documents and the fee with the application. After the visa is received airline reservations will be made.

APPOINTMENT and WORK HOURS

It is expected that the Interim Pastor will serve for a period of six months. Longer or shorter periods of assignment may also be arranged. It is possible to obtain visas from one of three British Consulate offices in the USA for staying longer than six months in the UK. The start and finish dates for assignments will be by agreement with the church, the American interim pastor, and AIPM.

During a six-month period, the interim pastor will be entitled to three weeks leave and any Public Holidays falling within the period. A candidate serving twelve months would be entitled to six weeks vacation. This is the amount of time away available to British Baptist pastors.

The nature of the appointment is such that it is not appropriate to specify fixed hours of work, but the church should ensure that the interim pastor is able to retain one day a week free of all church duties for relaxation and refreshment.

It is expected that interim pastors will have favorable relationships in the church. However, if problems arise and if a simple majority of the church votes that the American interim pastor's performance is unsatisfactory, AIPM will pay for the change in airline tickets and bring the interim pastor and spouse home as soon as feasible.

THE CHURCH'S RESPONSIBILITY

In agreeing to this arrangement, a church recognizes its own responsibility to be seriously committed to mission under God, through the guidance of the interim pastor. It is expected that every church member will play his/her part according to the gifts God has given.

The committed involvement of church members will enable the fellowship to capitalize on the valuable contribution an interim pastor can make in moving the church forward to the point where it is able to appoint a full or part-time minister from within the UK. The church should aspire to this goal at the earliest, practical opportunity.

To help ensure the long-term viability of the church's evangelical outreach, church members and leaders should work faithfully with their interim pastors and their association in conducting studies to develop and implement vision and strategy. Someone has wisely said, "If we keep on doing what we have always done, we will keep on getting what we have always gotten." It is the hope and prayer of the Board of Directors of AIPM, Inc. that each church served will have a mindset to plan and strategize for a spiritually healthy church for the decades ahead.

Note 1: The church secretary will arrange for preachers when the interim pastor is absent.

Note 2: The interim pastor and church secretary will be asked to produce a report including vital statistics at the end of each quarter-year. This report is to be passed to AIPM, Inc and to the next interim. The report is intended to help ensure continuity of vision, strategy, and any action items from a mission consultancy plan for the work within the church and its local community.

PARTNERSHIP OPPORTUNITIES

for

Individuals and Organizations in the USA

with

American Interim Pastor Ministries, Inc. (nonprofit)

to

Help Strengthen British Baptist Churches and Maintain their Evangelistic Outreach

1. **Identify candidates for interim pastor.** Candidates may be retired, church-supported, or self-supported. They may be either clergy or God-called lay leaders.
2. **Identify candidates for youth work.** Candidates may be university students, recent university graduates or more mature high school graduates. They may serve solo but pairs are preferred. Assignment duration may range from two weeks to twelve months. Youth mission teams are especially valuable at Holiday Club time (Vacation Bible School).
3. **Send teams of adults to help UK Churches.** Teams may help with outreach events. Project teams for construction work are also very valuable.
4. **Provide financial assistance for interim pastors and youth workers.** Interim pastors must furnish their own food and the cost of groceries and restaurant meals in the UK is twice that in the USA. Youth worker receive meals or a modest food allowance, but must pay for airline tickets and visas. AIPM would like to be able to help volunteers meet some of these expenses.
5. **Provide financial assistance to UK churches that cannot afford AIPM.** Some UK Baptist churches are at great risk of closure, but cannot afford the cost of transportation and housing that the UK Church normally provides American interim workers. In such instances, funds can be provided from American sources such as is happening in mid-County Durham (Hamsterley). Contributions made to AIPM for the church will be used to support interim ministry until the church can afford British ministers.

Items AIPM Collects from Interested Candidates for Service in UK Baptist Churches

1. **Resume' (profile)**—The candidate's profile is needed on AIPM's form. The profile should include a photo of the candidate and spouse if married. A list of four or five referees with email addresses (if possible) is needed including the pastor of the candidate's home church. Example profiles are provided by AIPM to candidates for interim pastor and youth worker.
2. **Videotape (VHS) of sermon for pastors.** For youth workers, a videotape of a presentation to a youth meeting or leading music, doing drama or other form of leading a youth activity if possible. (We have had trouble with DVD's because Europe is Region II and the USA is Region I. When UK churches are able to view DVD's conveniently, AIPM will switch to DVD format.)
3. **Videotape (VHS) of an interview with candidate and spouse if married.** Usually, this is on the back end of the sermon or youth activity videotape. A list of topics to be included and suggestions for making a high quality tape are provided by AIPM.
4. **Application for a police background check for work with children by candidate and spouse.** AIPM will arrange to have the police check made based on the application.
5. **Signed and notarized release from liability form.** This form is typical of those Baptist churches have members sign before going on mission trips.

BOARD OF DIRECTORS AND CONTACT INFORMATION

BOARD OF DIRECTORS:

Ken Bugh (Vice President)
Huntsville, TX

Field Representative for Moody Bible
Institute

Labib Habashy, MD (Secretary)—
Friendswood, TX

OB/GYN (semi-retired)

Chuck McComb (President)—
Friendswood, TX

Retired Mechanical Engineer,
Monsanto Chemical Company

Cecil Williams, Jr. (Treasurer)
Sugar Land, TX

Retired Mechanical Engineer,
Schlumberger (Oil Field Services)

John Wills (Director)
McKinney, TX

Executive Pastor,
The Heights Baptist Church,
Richardson, TX



Chuck McComb



Chris Mepham

Retired Administration Manager, Baptist
Union of Great Britain.

CONTACT INFORMATION:


IN THE USA:

Chuck McComb
AIPM, Inc.
412 Carriage Creek Lane
Friendswood, TX 77546
Telephone: 281-992-1695
Email mccombch@aol.com

www.americaninterimpastors.com

UK CONTACT:

Chris Mepham
10 Parkside
Woodstock, Oxfordshire, OX20 1UR
Phone: 01993-811586
Email: chrismepham@btinternet.com



**“PRAY THEREFORE THE LORD OF THE
HARVEST TO SEND OUT LABORERS
INTO HIS HARVEST.” (LUKE 10:2)**