**Scott Marshall**

**Lead Pastor Candidate**

**Family**

Married to Andrea. Children: Hudson (7), Corban (4), Karrington (2).

**Interests**

Running, Reading, Anything Outdoors, Sending Time with Family, Foodie

Of note: Ran 2007 New York City Marathon for Team World Vision (ran 2 previous marathons).

**Ministry Vision**

To make disciples of churched, un-churched and de-churched people; giving people practical pathways and building significant leaders, effectively releasing the local church to serve and work for justice in the community around it, serving as a sign, witness and foretaste of the Kingdom of God.

**Skills and Strengths**

*Leadership/Relationship Building*. Able to build strong network of relationships, motivate and equip them to become significant leaders, and genuinely care for them along the way.

*Vision.* Ability to hope for the future, communicate it with a passion that motivates and continue bringing its importance to the front.

*Strategic Thinking*. Able to piece together disparate parts and place them in service of the whole, thinking clearly about how to get from here to there.

Communication. Excellent speaking and writing ability that clearly and compellingly communicates.

**Relevant Experience**

*Trinity Church* | January 2009—Present | Lead Pastor

* •  Implemented a restart and refocus of the Church through building a discipling culture. Currently have 30% of congregation in a discipling relationship and poised to launch 3rd generation of disciples.
* •  Developed not-for profit foundation (IHeartNorthCounty.com) focused on meeting community needs in conjunction with two area churches. Local school district poised to sign on (one of the largest districts in the State).
* •  Cast vision for intentionally serving our community in Jesus’ name: 3 large community events each year designed to reach the community are beginning steps. Back to School Fair, Kids Sports Camp, Easter Egg Hunt & Block Party. Large community turn-out that grows with each event. Building reputation as “the church that cares” in our community as result.
* •  Transitioned church from board-led to staff-led organizationally using RACI process. Retooled board to fulfill specific functions in line with RACI process. Current teams: Finance, Facilities
* •  Cast vision for network of churches across our city, brought on first church planter to launch first parish church using Missional Communities. Following parish model of CityCollective.org
* •  Helped heal rifts between former pastor and congregation.
* •  Remodeled and repurposed entire wing for Kid’s Ministry. The space is now used 6 days a week by multiple churches and organizations.
* •  Retooled ministry teams to focus on singular vision rather than siloed visions.
* •  Grown weekly worship attendance by better than 25%.
* •  Baptized 50+, many from a local Juvenile Detention facility.
* •  Launched growing food pantry that is used multiple times weekly.
* •  Paid off remaining church debt.

*Southside Church of the Nazarene*, Chesterfield, VA | 2004—Dec 2008 | Pastor of Fellowship & Discipleship

* •  Grew ministry from 30 to 50 small groups.
* •  Developed, recruited and implemented a coaching structure with 5 coaches.
* •  Oversaw 5 church wide series tying Small Groups to weekend services. Recruited new groups and leaders each series. Wrote full small group curriculum and leaders guide for 5 series (copies available on request). In each series did some combination of: Designing services, crafting messages, creating training videos, leader training, managing communication.
* •  Helped transition Small Groups from affinity-based to geographically-based groups.
* •  Created and Implemented semester-based Spiritual Formation seminar called The Forum

designed to provide a learning environment allowing people to personalize their discipleship journey.

* •  Created and implemented School of Prayer—weekend experience designed to take small
* groups deeper into the experience of prayer.
* •  Teaching Pastor at Ephesus, a Sunday night Emergent service. Spoke in other weekend services periodically as well.
* •  Spearheaded missional refocus—helped us adopt a local elementary school and redefine Missions as a series of local and global partnerships. Recruited team to oversee regular service to at-risk local elementary school.
* •  Raised $20,000 for building water wells in Haiti through innovative bottled-water campaign.
* •  Envisioned, spearheaded and implemented first HIV/AIDS conference with international physician.
* •  Provided regular pastoral counseling. Became “go to” staff person for counseling.
* •  Operated ministry on 50% of projected budget.

Southside Church of the Nazarene, Chesterfield, VA | 2002—2004 | Pastor to Middle School Students and their Families

* •  Created Middle School ministry from ground up (no prior Middle School ministry) grew ministry from initial involvement of 30 students to over 120 students.
* •  Created weekly service with regular attendance of 85-100 Middle School students.
* •  Created Small Groups. Recruited and trained leaders for each grade and gender (6th-8th grades).

*Gear for Sports*, Lenexa, KS | 2001-2002 | Sales Analyst, Corporate Division

* •  Responsible for supporting and communicating to National Sales Force
* •  Trained Customer Services representatives re: Corporate Division
* •  Received Company wide “Gear Values” award for exemplary demonstration of company values of teamwork, excellence, innovation, professionalism, social responsibility and exceeding expectations.
* •  Managed inventory and availability of multi-million dollar warehouse from sales perspective. 1999-2002,

Account Services Administrator II, Collegiate Division

* •  Provided support and account management for $6 million dollars in inventory.
* •  Developed innovative training for fellow associates.
* •  Consistently achieved top marks on performance reviews by managers and sales reps.

1998-1999, Kansas City First Church of the Nazarene | Interim Youth Pastor 1996-1998, Wichita First Church of the Nazarene | Youth Pastor

*MidAmerica Nazarene College*|1992-1995| Collegiate Quartet

• Served as Group Director last two years. Led quartet through 2 years of travel through seven state region. Built strong relationships with President and Vice-President of college, District Superintendents, Pastors and students.

**Philosophy of Ministry**

Because of the complexity of ministry, it’s difficult to sum up something like an approach to ministry with short statements, but these form the core of how I understand what I do and why I do it in my role as a pastor.

**Relational |** Everything about what we do as the church stems from relationship. This is central to what it means to be made in God’s image. So everything we do must be about relationships. All the components of ministry —tasks, events, worship, discipleship, evangelism, leadership, mission, teams—are all about relationships. So go your relationships, so goes your life.

**Missional |** Everything about what we do as the church has an end, a purpose. God is missional—sending Jesus into the world to “so love” it. As Jesus’ friends and followers, that means we are sent to. The church isn’t then, a place for people to collect, gather and pat themselves on the back over their spiritual accomplishments. It’s a subversive gathering of people who give and direct their energy outward to the world God “so loves;” Serving it, blessing it, working for the common good and flourishing of the human family. To paraphrase Jesus’ best-known prayer, making it down here like it is up there. Seeking the lost, serving the poor, working for justice. This is what the Kingdom of God is about. If it isn’t, we risk creating a religious subculture that exists only for itself.

**Transformational |** Everything about what we do as the church shapes us and changes us. We are meant to make disciples of Jesus—that is, be in the business of seeing people change, experience transformation. That sometimes means two steps forward, one step (or three steps!) back, but it always means forward in the direction of God’s salvation—a new heaven and new earth. We invite then, everyone to seek God; Unbelievers and believers alike. No one is beyond the need for transformation into the image of Christ and the door is open to everyone to apprentice themselves to the Master Teacher.

**Education**
2005, Master of Arts in Christian Education, Nazarene Theological Seminary (Cum Laude)
1996, Dual BA in Religion & Business Administration, MidAmerica Nazarene College (Dean’s List)

**Writing And Communication**

Article, Christian Lay Training Website (www.clt.nazarene.org), posted February 2008. More articles pending.

*“Toward an Understanding of Making Disciples”* (Written for Southside Church of the Nazarene in 2006)

Devotional Book, Southside Church of the Nazarene (church-published) Fall 2007.
*Life is Now*. (Selected Authors, compiled and edited 40 day devotional book for 40 day congregational journey about holiness. Wrote one week and ghost wrote 2 1/2 other weeks. Used in conjunction with weekend series (concepted series and wrote major idea for each week).
The face for local church marketing campaign that garnered 22,000 website hits. *www.midlothiansdirtylittlesecret.com*

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