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January 25, 2025

To: Prospective church

Dear church leader:

David Young served at Mosaic Church in Portland for a little over a year as an intentional interim pastor (IIP) through Vital Church Ministries. During this time and the five years before this, I was a board member and during Dave's time I served as board chair and church treasurer. I write to offer you my recommendation of him as you consider him for the role at your church.

Repeatedly through Dave's time at Mosaic, I said that IIP seems to be the hardest church ministry job I can imagine. An IIP comes in when a church is struggling for one reason or another. We had lost a pastor of 17 years, in addition to three pastoral departures in the previous 18 months revealing a challenging workplace culture. Our budget and attendance were declining, and we knew we needed a change. As an IIP Dave had to come in and learn both our church and city culture, separate out the good from the bad, and form a plan to lead us into a better future. He had to lead and guide a staff he didn't choose, and a board he didn't know. All the while, Dave was living part time in Portland and part time at home in Texas. In addition as an IIP, Dave knew that once things were on the right track, he wouldn't get to enjoy the fruits of his work. Instead, he'd move on to a new position.

Dave faced these challenges better than we could have hoped. He dove in to make meaningful connections with our staff and give them guidance, mentoring, and coaching while helping heal and resolve the wounds of the past. Our staff has expressed that they enjoy the clear expectations and direction that Dave provided. He got to know the members of our church and helped them process the year of change before he came and move through a year of intentional change toward being a healthier church. In addition to one on one meetings, this included several all church meetings that raised contentious issues and carried the risk of hurt feelings. Dave spent the time he needed to prepare for these to wisely and honestly confront issues while keeping in mind the love people had for the prior leadership.

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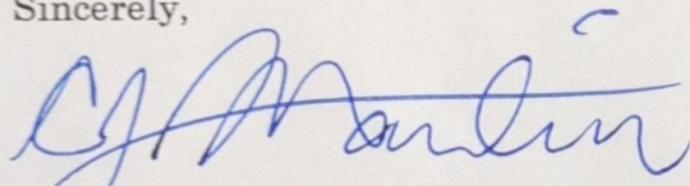
At times, Dave's plans raised unexpected reactions in our church or board. Every time that happened Dave was humble enough to accept feedback and willing to revise his plans and be flexible to what our body was ready for. While he came in with a plan, he was able to follow the Spirit's leading and our body's abilities to pivot when needed.

I do not think we could have healthily reached the position we are in now without Dave's dedication and commitment to serving us through this difficult season. I believe God used Dave's gifts and willingness to comfort our community and set us up to reach Portland for Jesus in a new way. Dave helped us identify the path God had for us.

Because of the status of our board and staff, Dave filled roles that at some churches are filled by two or three people. He had to take on managing executive functions like HR, budgeting, governing document review and governance training. He also had to take on teaching responsibilities including planning sermons and establishing a preaching team to teach while he was out of town. Finally, he had pastoral responsibilities to identify and call leaders and disciple and guide them through change. He handled all of these responsibilities well.

I would highly recommend Dave for a pastoral role. Please do not hesitate to contact me with any questions or to discuss the specific role you are considering.

Sincerely,



CJ Martin

Mosaic Treasurer, Board Member, and Church member

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