



BOARD RECOMMENDATION REGARDING THE INTERIM LEAD PASTOR APPOINTMENT

Background

In December 2025, the Board appointed Pastor Joy to serve as Interim Lead Pastor during this season of transition at The Met. Since that time, he has provided pastoral and organizational leadership to the church, working closely with the Board, pastoral staff and ministry leaders.

As the Board reviewed the Interim Lead Pastor appointment and considered its continuation, we noted an important requirement in our Ministry Bylaw. The Bylaw defines the “Lead Pastor” as the senior pastor or interim senior pastor. Article 7.6 of the Bylaw states that a Lead Pastor serves on the recommendation of the Board and by a two-thirds vote of the Members present at a meeting called by the Board.

While Pastor Joy’s appointment as Interim Lead Pastor was approved by the Board in December 2025, a corresponding membership vote was not taken at that time. The Board is therefore bringing the appointment to the membership for formal affirmation, together with its recommendation that Pastor Joy continue to serve as Interim Lead Pastor for an additional one-year period or until a permanent Lead Pastor is appointed, whichever comes first.

In bringing this recommendation forward, the current Board also affirms the decision of the previous Board to appoint Pastor Joy to this role.

The Board’s Recommendation

Pastor Joy has served at The Met for the past three years and eight months, first as Missions Pastor, and since September 2024 was appointed, following membership approval, as Executive Pastor responsible for Missions and Operations. Since December 2025 Pastor Joy also took on the role of Interim Lead Pastor.

Prior to coming to The Met, he served for 12 years in ministry in Delhi, including theological education, mercy ministries, church planting and Lead Pastor ministry. He holds a Master of Divinity from Southern Asia Bible College. During his time at The Met, he has served the congregation through Bible teaching, pastoral care, staff and ministry leadership, and personal encouragement.

The Board believes he has served faithfully and capably in this responsibility as Interim Lead Pastor and recommends that he be appointed to continue as Interim Lead Pastor.

Leadership Responsibilities for the Coming Year

Pastor Joy's primary responsibility will be to provide pastoral leadership and shepherding to the congregation, lead ministry staff, preach and teach, and help guide the church through the present season of transition. He will also continue to oversee the Missions portfolio with the support of the Missions staff.

The Board is grateful to Pastor Joy for serving as Interim Lead Pastor while also carrying the operational responsibilities. The Board does not believe this to be sustainable and to support his extension as Interim Lead Pastor the Board has also approved the hiring of a part-time Interim Executive Director of Operations for a one-year period. This person will provide focused executive oversight of the operational and administrative responsibilities of the church. This appointment will allow Pastor Joy to give his primary attention to the responsibilities of the Interim Lead Pastor.

The Ministry Bylaw describes the Executive Director of Operations as overseeing staffing, finances, processes, communication and other administrative matters.

Recommendation to the Membership

The Board is asking the Members of The Met to affirm Pastor Joy's appointment as Interim Lead Pastor and to approve his continuation in that role for an additional one-year period.

We are thankful for the Lord's faithfulness to The Met during this season and for the many people who continue to serve our church faithfully. The Board recommends Pastor Joy's continued service as Interim Lead Pastor and encourages the membership to support this recommendation.

- **The Met Ministry Board**