



August 20, 2020

Dear Trinity family,

Trinity's Executive Associate Pastor Nominating Committee (EAPNC) has been hard at work seeking the Lord's will for the pastor to succeed Ron Oldenkamp. The EAPNC first met in early January. After refining the role description and updating Trinity's "Church Information Form" (containing Trinity history, church and area demographics as well as our mission, vision and seven -year horizon goal), the Executive Associate Pastor position was posted in early March.

We received 62 applicants (58 men & 4 women) who were evaluated with all personal information removed from their resumes (such as gender, geographic location, etc). Of these, 14 (12 men/2 women) were deemed qualified and interviewed individually by all EAPNC members in round one. For round two, the field was cut to 10 candidates (8 men/2 women) who were interviewed individually by the EAPNC and Lead Pastor Doug Rumford. Interviews for both rounds were held electronically on Zoom.

Five candidates were moved to round three (4 men/1 woman). In that round, the EAPNC and Pastor Doug met in person with each candidate and spouse. Each candidate also filled out a personality/fit profile and individually spoke with Doug. Prior to the 3<sup>rd</sup> interview, the one female candidate withdrew herself from consideration for personal reasons.

The final interviews were concluded on July 26<sup>th</sup>, 2020. The seven committee members and Doug adjourned to rank the four remaining candidates prior to our next meeting. We re-convened on July 28<sup>th</sup> to discern which candidate would be called.

All eight of us (including Doug) ranked the same two candidates in the top two and felt that both were uniquely gifted to actualize Trinity's vision and strategy to grow the Lord's Kingdom. Voting on the top two was evenly split.

After much prayer and discussion, we came to the unexpected revelation that God could be giving us these two pastors for his Kingdom work at Trinity. We felt the Holy Spirit had put God's plan in our hearts. We believed we were being called to take a bold step forward, trusting the Lord's dream and plan involved bringing both Pastors into Trinity!

### **What did the EAPNC do next?**

Of course, the committee's original intent was to fill the Executive Associate Pastor role only. But as we reviewed Trinity's vision and "Beyond the Horizon" goals of "*doubling attendance and tripling influence by 2026*," we recognized Trinity's pastoral and program staff members are stretched to, and often beyond, capacity. God seemed to be showing us a way forward.

Now, as a result of the Holy Spirit's leading, we are recommending that Trinity re-align some of the work from the current EAP position and add a second associate pastor position to give us the capacity to accelerate our vision and truly expand the reach and impact of our current ministries.

We believe God has not only called, but generously provided Trinity with the unique opportunity to immediately address, resource and accelerate our growth, and look outward to make a lasting difference in the community, the world, and God's Kingdom.

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## **Trinity's Next Steps:**

Our ECO denomination gives Trinity the flexibility to add a pastor position at any time with the session's and congregation's approval. The Trinity session has approved the creation of a new associate pastor position at their August 19<sup>th</sup> meeting and has called a **congregational meeting** to be held on **Sunday, September 13<sup>th</sup>**. Trinity's covenant partners (members) will be asked to approve the terms of call for two new pastors: The Executive Associate Pastor for Evangelism, Discipleship and Multiplication and the Associate Pastor for Strategic Ministry and Mission.

The enclosed profiles will help you to get to know these two amazing pastors. We've also provided a "Frequently Asked Questions" sheet that addresses the process and some of the concerns and issues you may have.

Please watch our website, app and social media for more information and interviews with our candidates and EAPNC members.

Thank you for your prayerful consideration of this recommendation.

In Christ,

Your Executive Associate Pastor Nominating Committee

Kevin Astor, Rich Dutrisac, Debbie Ewing, Jim Gilmore, Jim Licata,  
Maria Mancini, and Julie Turner, with Doug Rumford *ex officio*.

# MIKE KENYON



Dear Trinity,

I'm honored to enter the call process at Trinity United Presbyterian Church for the role of Executive Associate Pastor. The Lord has given me the privilege of pastoring in Orange County for over 25 years. I've had the opportunity to lead in local congregations such as Rock Harbor, Mariners and Irvine Presbyterian. My passion is to help disciples of Jesus integrate the truth of God's Word into their everyday lives.

*I've been married to my beautiful wife, Allison for 21 years and have two children: Austin (18) and Kylie (17).*

I love how the Apostle Paul spends the first three chapters in his letter to the Ephesians affirming their identity in Christ. He uses words like: blessed, chosen, holy, blameless, pre-destined, sons, daughters, saved and so on. Then in chapter four, verse one, Paul writes, "Therefore I, a prisoner for serving the Lord, beg you to lead a life worthy of your calling, for you have been called by God." (NLT) In short, Paul's encouragement is to "live into" what is already true of them. We are called to do the same.

I was raised by a single mother in the inner-city of Milwaukee, Wisconsin. Having grown up in poverty, I have a heart to empower individuals to understand the spiritual and physical needs of the poor, and to respond in Christian love and service. Ultimately, my prayer is that you will experience a vibrant relationship with Jesus (grounded in prayer), and actively share the gospel in whatever setting God calls you.

I studied at Fuller and Rockbridge Theological Seminaries, and received my Masters of Divinity. Previously, I graduated from Concordia University with a B.A. in Youth and Christian Education. Ongoing learning as a Pastor and Leader is important to me. Most recently I participated in a 10-month, spiritual development training with SoulCARE, out of the Menlo Park-based ministry Wellspring.

My family and I enjoy taking walks on the Jeffrey Open Space Trail and Crystal Cove State Beach. A 28-year member of the SAG/AFTRA, I co-produced the films (CAMP-2013, and Out of the Darkness-Congo Unites-2016).



I ENJOY PLAYING TENNIS, BASKETBALL,  
AND SINGING IN VARIOUS VOCAL ENSEMBLES.





# GLYN NORMAN

*Dear Trinity,*

I originally hail from England and became a Christian at age 20 through the faithful preaching of the gospel in a church in Whitstable, Kent. After being discipled by the pastor and sensing a call to full-time ministry in 1988, I studied theology in London from 1989-92. Following seminary I served as a missionary in Berlin (1992-1996) as the team leader of the Operation Mobilization Berlin City Team doing church planting primarily among youth in former East Germany.

Following this, I worked as a Fast-Stream civil servant in the British Government Cabinet Office before coming to California in 1997 to work with Eastside Christian Church, in Fullerton. It was there I met my beautiful wife, and we were married in 2001. We have two children, Landon (15) and Cicely (12). Cathleen is an English teacher at Whittier Christian High School.

A few months after I came on staff, Eastside planted University Praise Church, and I was first Teaching Pastor there and later became Lead Pastor. Following that I served a church in Tampa, FL for 5 years (2009-2014) before becoming Lead Pastor of Central Christian Church in San Jose, CA (2014-2018).

I have broad experience of teaching and preaching in various environments ranging from an Operation Mobilization ship in St. Lucia to teaching as an Adjunct Professor of New Testament at Biola and Azusa

Pacific Universities in Southern California (plus a few guest lectures at Hope International University).

In 2012 I published my first book, *Your First Year in Ministry: What They Didn't Teach You in Seminary*, and in 2013 my second, *If God Had a Fridge, Your Picture Would Be On It*. A third book, *What Martial Arts Taught Me About The Gospel of Jesus Christ*, is available on Kindle only.

***I'm excited about the wonderful vision and future that is ahead for Trinity and look forward to playing my part in helping those dreams become reality.***



FOR FUN, I LIKE TO READ, PLAY TABLE TENNIS, WATCH MOVIES, AND SWIM WITH MY FAMILY.





August 2020

## EXECUTIVE ASSOCIATE PASTOR SEARCH

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### Frequently Asked Questions

#### **Why did the EAPNC shift from one to two candidates?**

The shift in this decision came very late in the EAPNC process and was a surprise even to us! After our final interviews, the entire EAPNC agreed on the top two candidates and began earnest prayer for clarity in our selection. We gave special attention to Trinity's 2026 Vision: *By God's grace, Trinity will more than double in attendance to over 2,000 in worship by 2026, and triple in influence by becoming a missional training community through spiritual formation resulting in leadership multiplication.*

We believe God is providing Trinity an opportunity to call both pastors. This will enable staff leadership, already stretched so thin, to lead Trinity in a key step forward to effectively pursue Trinity's vision. This reminds us of our *2 Steps Forward* and *Finishing Well Capital Campaigns*, when we sensed the Lord had a much greater vision for Trinity than we first expected. We saw an amazing response from our congregation confirming this vision. So once again, we believe we are trying to catch up with God's Vision for Trinity. Our two candidates, gifted in different aspects of the role of the EAP, will provide capacity for leadership to move Trinity to and beyond our kingdom goal!

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#### **How has leadership acted upon this proposal?**

We have made a special effort to process this decision thoroughly so our church leaders and the Holy Spirit could affirm or revise this proposal.

First, we took it to the *Human Resources Team*. On August 5th the HR Team looked at the rationale provided by the EAPNC and reviewed the newly revised role (job) descriptions. The committee approved the role (job) descriptions and sent them forward to the session.

Second, we presented the proposal to the *Finance Team*. The Finance Committee met on August 11th and 18th with members of the EAPNC and HR to go deeper into the rationale and vision for the additional pastor role. They enthusiastically endorsed the recommendation of HR to approve the hiring of an additional pastor.

Session – Under ECO, Trinity is allowed to create pastoral positions and hire for them without first seeking the approval of a higher body, as long as the session and congregation agree with the call. The Session met twice to hear the recommendations of the EAPNC, HR and Finance committees. Your Trinity Session approved the additional pastor position on August 19th.

We also spoke with Presbytery leadership throughout the entire process, ensuring compliance with our denomination's polity and governance.

## **Why should we consider an additional pastor at this time?**

Each member of Trinity's staff is essential to the daily functioning of the church as well as our ability to fulfill God's vision for us, and they are already working at or over their maximum capacity. Calling one EAP does not allow Trinity the capacity to fully engage and pursue expanded initiatives such as the Discipleship Pathway, the Leadership Pipeline, or a church multiplication strategy. In order to make our Beyond the Horizon goals a reality, we have to step out in faith and provide the needed pastoral staff members to accelerate this growth.

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## **Was our process fair and open to all?**

The EAPNC was keenly sensitive to being fair and open to all qualified candidates. Some of the measures we used included making the initial screening of the 62 resumes received blind to all identifiers. We were pleased that the fourteen candidates who moved to the interview process represented a variety of different ethnicities and included two women.

Throughout the process, the team focused most heavily on each individual candidate's fit for the position. The most gifted and qualified among the candidates for the position are being called.

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## **How does hiring an additional pastor effect the budget?**

There's no doubt that this is large step of faith. By God's grace, Trinity is in a strong financial position right now. We are also cautious, as we know that giving trends can and do fluctuate. Trinity's giving though July is currently 11% over the prior year's giving. In addition, our operating reserves are currently higher than they have ever been. This is due, in part, to the Payroll Protection Plan, but also due to your faithful giving.

Session is committed to maintaining our staffing levels and fully funding our current ministries. We believe God will bring growth and will continue to provide financial resources as we step out in faith to pursue his vision.

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## **What roles will the two new pastors take on?**

### Executive Associate Pastor for Evangelism, Discipleship and Multiplication

Mike Kenyon will oversee Adult Discipleship, Evangelism and Equipping and he will serve as the Lead Pastor's "second-in-command." He will oversee our Director of Adult Ministries, to continue developing the strategy, curriculum and activation of Trinity's Discipleship Pathway. He will also develop and accelerate Trinity's strategy for church multiplication/church planting.

### Associate Pastor of Strategic Ministry and Mission

Glyn Norman will oversee Global Mission, Community Ministries with our Director of Missional Engagement and provide additional leadership to church operations. This will include increased focus on stewarding our financial resources, deepening a culture of generosity and supporting the Director of Operations and Finance in the supervision and oversight of Trinity's administration. The new responsibility of developing, leading and stewarding Trinity's Leadership Pipeline to increase our kingdom influence in the community and world will align to this role.