



TRINITY

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PART I: WHO ARE WE AS A CHURCH?

1.1 TRINITY'S STORY

Throughout our history, Trinity has sought to know God and to be faithful to his call in our lives. Our mission is to build a community fully alive in Christ. We desire to experience Christ's power each moment through vital fellowship, life-giving worship, partnering with God to fulfill his will, sharing the good news of the gospel, and valuing and caring for God's people. We are seeing Christ's power change lives.

Trinity United Presbyterian Church has a rich history in Southern California. On June 22, 1876, Trinity was organized by 18 Charter Members, many of whom have been recognized as the founders of the flourishing culture and economy in Orange County. The Reverend D.S. McHenry served as the first pastor in 1878 for the congregation that worshiped in its first sanctuary located near the courthouse in Santa Ana.

In 1906, the congregation moved several blocks to another property in Santa Ana's business district. In 1958, our present location at 17th Street and Prospect Avenue was purchased. A year later, the Reverend George A. Munzing began his pastorate at Trinity, and in 1967 the current sanctuary was completed. The Reverend Munzing served Trinity for 37 ½ years until his retirement in April 1997. Following his retirement, Trinity experienced a challenging transitional period with several interim and one short-term Senior Pastor.

In November 2006, the Reverend Dr. Douglas J. Rumford was called to Trinity and is currently serving as our Lead Pastor. Under Doug's leadership, Trinity has regained ground and has enjoyed renewed growth, vitality, and excitement as the congregation explores how God wants to use us for his Kingdom. Membership and worship attendance are growing; over 60% of our current covenant partners (members) have joined in the past 10 years.

Trinity has engaged in multiple church-wide initiatives including The Year of the Bible (using the NLT Daily Walk Bible), The Story: The Bible as one Seamless Story from Beginning to End (Zondervan) and Experiencing God: Knowing and Doing the Will of God (Henry and Richard Blackaby), with very high participation. With focused training initiatives and better study resources, our adult small group participation continues to grow. Our youth programs have an increased focus on small groups, encouraging children and teens to grow in Christ through study and connecting with others in name-knowing and need-knowing relationships.

After years of prayerful consideration, disagreement and attempts at renewal of PC(USA), the Session of Trinity recommended that the congregation leave the PCUSA. On September 26, 2014, Trinity was officially dismissed from the Presbyterian Church (USA) to a new denomination ECO: A Covenant Order of Evangelical Presbyterians. Our affiliation with ECO has allowed Trinity to embrace our heritage and biblical teachings with increased freedom to explore what it means to be fully alive in Christ.

Explore Trinity's website to more fully engage with our mission

TRINITYCONNECTION.COM

1.2 OVERVIEW OF CHURCH PROGRAMS & MINISTRIES

Ministry During Covid:

For us, as for churches across the world, the arrival of Covid-19 provided some difficult challenges. The campus was closed for a couple of months from March to May of 2020 with no services happening onsite. By the grace and providence of God, just a few months earlier, the church had invested significant funds in upgrading our streaming and recording technology, so we were able to switch our services to livestreaming pretty seamlessly. Every ministry department showed great creativity and flexibility in adapting to these changing circumstances. For the rest of 2020 and into 2021 we rented a large tent which was placed in the parking lot, so that people could attend an outdoor service and still feel safe. This allowed much ministry, especially that involving choirs and worship, to continue. Adult choir met bi-weekly in the tent, the high school/college choir presented a semi-staged concert in the parking lot, and children's choirs used the tent and outdoor spaces for weekly rehearsals. We are thankful to God that despite a few individuals contracting Covid (source unknown), there were no outbreaks at the campus.

A few key highlights emerged from this time. The first is that our student ministries grew dramatically, experiencing amazing growth even in a time of pandemic. The Family Ministry staff managed to maintain a high tempo and exciting ministry even with adaptations being necessary for safety.

The second highlight is that some from the church started meeting outside and streaming the service from a TV on the back of a pick-up truck. This eventually morphed into "Trinity Street Church" that continues to meet in cul-de-sacs at a different location each month with live worship and which has around 130-150 people attending weekly, many of whom never attended church before. Through this ministry and excellent leadership team, many have come to faith and been baptized.

Also, during Covid, our prayer ministry expanded in response to the needs of the congregation. During this time of isolation, all congregants were called and prayed for. Contact points were added to both our website and our live stream for prayer requests. Inner Healing prayer was initiated both online and in person and has grown significantly. A quarterly worship and healing service was begun to address the physical, emotional, and spiritual needs of the congregation and the community. These services focus on inviting Jesus to minister His healing touch.

In all, though our usual avenues of ministry were constrained, the gospel was not – and God continued to move and advance the Kingdom through Trinity.



Student & Family Ministries

Trinity's student and family ministries are engaged in our mission to build a community fully alive in Christ.

Early Childhood (Infant - Kindergarten) Elementary (Grade 1-5)

<u>Program/ Event</u>	<u>Attendance</u>
Early Childhood Sunday School	29-39
Elementary Sunday School	80-85
Preschool Play Dates	10
VBS	380
Summer Camp (Forest Home)	44
Gopher Gulch Camp (Grades 1-2)	100
Midweek Kids Club	60

Middle School (Grade 6-8)

<u>Program/ Event</u>	<u>Attendance</u>
Sunday Mornings	45
Tuesday Nights	60
Winter Camp	57
Summer Camp	131
Coast Retreat	55

High School (Grade 9-12)

<u>Program/ Event</u>	<u>Attendance</u>
Sunday	90
Midweek Program	120
Winter Camp	100
Summer Camp	130
Catalina Retreat (Fall)	140
Backpacking Trip (Summer)	60

College & Young Adult

<u>Program/ Event</u>	<u>Attendance</u>
Weekday Program	50-65
Winter Camp	20-30
Summer Camp	50



Adult Ministries

Trinity is a place where people come to find God and find life giving community. Adult programs focus on our faith journey, helping Christ's people mature in commitment to Christ through opportunities to explore, to grow and to take steps to become more like Jesus.

<u>Program/ Event</u>	<u>#Groups</u>	<u>Attendance</u>
Small Groups	43	425 Avg Weekly
Classes		150 Avg
Women's Ministry		250 Avg Weekly
Men's Ministry		190 Avg Monthly
Marriage Seminar		100 Annually
PrimeTimers (Seniors)		100 Avg Weekly



Care & Prayer Ministries

Trinity's people are very engaged in showing love and care both in and outside our congregation. Using the gifts God has given us, we are able to share his love in practical ways.

<u>Deacons Program/ Event</u>	<u>Leadership</u>	<u>People Served</u>
Communion/ Home Communion	6	15
Community Pantry	6	360 families
Congregational Life	3	750
Deacons Board	43	100s annually
Deacons Assistance Fund	3	120 families since 2008
Disabilities	23	150 annually
New Covenant Partner Hospitality	4	100 new members
PrimeTimers Leadership	25	50 weekly
Samaritan Care Center	38	120 monthly
 <u>Care Ministry Programs/ Events</u>		
Bus Ministry	6	3-6 weekly
Healthcare Team	10	300+ annually
McDonald's Homeless Ministry	6	10-12 weekly
Memorial Service Coordinators	5	25 families annually
Prayer Team	94	100s over the course of the year
Stephen Ministers	34	20 weekly
Support Groups	17	40-50 weekly
Visitation Team	21	25-30 annually



Worship & Music Ministries

Our Worship & Music ministry offers music to the glory of God, assists the congregation in heartfelt worship, and aids our people in developing their God-given gifts. One of the hallmarks of Trinity's Worship & Music ministry is the blended worship style incorporated in both sanctuary services on Sunday mornings. Using organ, band, choir and soloists, services are crafted with a careful blend of hymns, classics, and contemporary styles, resulting in a wide variety of musical styles in each worship service. Two band-led services in Fellowship Hall are also part of our Sunday morning worship opportunities. In addition to leading in worship, the choral music ministry program blesses the congregation and community with Christmas and spring concerts, 4th - 8th grades and high school/young adult annual musical productions, and other special program and performances. In addition to the vocal choirs, Trinity also has three handbell choirs for 6th grade through adult. The bells play regularly in worship and also participate in seasonal concerts, community events, and tours. Worship & Music also encourages instrumentalists, dancers, and actors to use their God-given special gifts by participating in various and special events throughout the year.



<u>Choir</u>	<u>Members</u>
Youth (K-6)	97
Middle School	37
High School / College	44
Chancel	120
Bells (Middle School - Adult)	48



Missional Engagement Ministries

Mission work has been a priority throughout Trinity's history. For example, in 1923, Trinity commissioned Fred and Daisy Russell to serve as agricultural missionaries in rural Ethiopia, our first foreign mission field representatives. Sixty-nine years later, in 1992, Trinity committed to reaching the Suri, Suri-Baale, and Nyangatom people group of Ethiopia for Jesus. With no known Christians by the early 1990s, Trinity partnered with Ethiopia's Southwest Bethel Synod and North American missionaries, John and Gwen Haspels, to build bridges between the Suri and the Gospel of Jesus Christ. Thanks to a collaborative partnership, all three people groups are considered reached according to the Joshua Project. We currently support 28 missionaries worldwide, seven mission organizations, and 21 ministries within Orange County (Appendices A & B, the job description in this document, lists the local and global ministries supported by Trinity).



In addition, Trinity offers:

- Short-term mission trip opportunities
- Family mission trip to Baja California with Homes of Hope
- Numerous Serve Day opportunities with local outreach partners
- Virtual coffee breaks with global mission partners
- Virtual lunch breaks with local outreach partners
- Refresh and Renew Conference led by lead pastor and church staff to encourage overseas mission partners



All Church Ministries

Trinity offers one of the best church libraries in Orange County, with over 12,000 books, magazines, videos, DVDs, and CDs. It is a self-service library for use by the church and community.

1.3 TRINITY FACILITIES & ORGANIZATION

Trinity is highly visible on the corner of 17th and Prospect Avenue in Santa Ana, California. Our campus has a beautiful sanctuary, large fellowship hall, multi-purpose gymnasium and multiple industrial kitchen facilities. An early childhood building; elementary, middle and high school classrooms; and two playgrounds are brimming with a variety of activities for these age groups.

Trinity recently completed construction of a multi-purpose gymnasium, a new welcome center, and improved outdoor gathering spaces. The Hub features a coffee lounge and our extensive library. An improved prayer room, and redesigned space for small groups and gatherings were also updated. Our Samaritan Care Center offers medical equipment, a food pantry, and other innovative resources for our congregation and community.

Organizational Structure:

Congregation—1,267 Covenant Partners as well as many regular attendees
Session—a board of 21 Elders; Lead Pastor as Moderator
Deacons—a board of 42 Deacons; overseen by the Associate Pastor of Care Ministries

L.E.A.D. (Leading, Equipping and Directing) Team:

Lead Pastor	full time
Executive Associate Pastor	full time
Associate Pastor of Strategic Ministry & Mission	full time
Associate Pastor for Student & Family Ministry	full time
Associate Pastor of Care Ministry	full time
Minister of Worship & Music	full time
Director of Business & Operations	full time

Program Team:

Associate Minister of Worship	part time
Associate Director of Music	full time
Contemporary Service Director	full time
Director of Handbells	part time
Worship Director	part time
Director of Adult Discipleship	full time
Director of College & Young Adult Ministry	full time
Director of High School Ministry	full time
Director of Middle School Ministry	full time
Director of Children's Ministry	full time
Children's Coordinator	full time
Director of Missional Engagement	full time

Additional staff includes a creative design team, program assistants, administrative support staff, a Parish Nurse, and a Visitation Coordinator.

1.4 SIGNIFICANT FINDINGS FROM A RECENT CHURCH STUDY_____

After completing a three-year process of discernment and transition to the new ECO denomination in the fall of 2014, Trinity United Presbyterian Church convened a Vision team comprised of lay leaders and senior staff members. The team was appointed by the session to assess the current state of the local community, the congregation's strengths and gifts, our place in the greater community and world, and God's purpose for our church in his Kingdom.

The Vision Team met with session, staff, and lay leaders periodically to keep them apprised of progress as well as to receive input for the task of developing a new vision for Trinity. To guide their work, the team used Church Unique—How Missional Leaders Cast Vision, Capture Culture, and Create Movement, by Will Mancini (Auxano Consulting). Additionally, the team met for three extended sessions with Rich Kannwischer, an Auxano Consulting team facilitator and former Senior Pastor of St. Andrews Presbyterian Church, Newport Beach, California.

Initial work involved interviewing church leaders, community leaders (school principals, local law enforcement personnel, civic leaders, etc.) and other constituents to determine Trinity's "Local Predicament," "Collective Potential," and "Apostolic Esprit." In summary, our research found the following themes:

Local Predicament:

The unique characteristics, needs, and opportunities where God has placed Trinity

- Material wealth and spiritual poverty
- Financial stress on a continuum from high to below poverty income
- Increasing diversity (background, faith, ethnicity)
- Busyness and stress (keeping up with technology and a faster paced world)

Collective Potential:

The specialized resources and capabilities God brings together in us

- Richly resourced in financial, education, experience, biblical, and world knowledge
- Leadership rich and performance oriented
- Children's and youth programs that engage the community
- Multi-generational music and worship
- Extensive care ministry programs
- Visible location on 17th Street and Prospect Avenue
- Program heavy with intent to engage many people of different ages and stages

Apostolic Esprit:

The particular focus that most animates our leadership and congregation

- Seeks to know God and follow biblical teachings
- Serves others locally and globally
- Equips God's people to do God's work
- Mentors and develops multi-generational leaders
- Builds relationships within the church and larger community
- Identifies and uses spiritual gifts
- Mentors and nurtures the next generation

1.4 SIGNIFICANT FINDINGS FROM A RECENT CHURCH STUDY cont

The Vision team’s continuing and refining work led to a refocused mission, “Building a community fully alive in Christ.”

Trinity’s key values which led to the new mission statement include:

- Stronger Together (from me to we—complete in community)
- Fearless Faith (Trusting God and risking self)
- Others First (serving with Christ’s heart)
- Pass the Baton (Building a faith legacy at Trinity)

The strategy to achieve goals and vision includes:

- Invite—people to connect, grow and serve (bring people to meet Jesus, grow in faith and serve as God’s hosts rather than guests)
- Connect—people with God and a life-giving community
- Grow—seek a life-long journey of faith, mature in commitment to Christ, refine character and enhance ministry based on God’s word and deeds
- Serve—let God shape us as we serve others, use the gifts God gives us to show his love in practical ways to the body of Christ and the world

When Trinity is successful, our community of faith individually and collectively

- Passionately loves God
- Creates life-giving community
- Hungers for God’s word
- Pursues God’s call
- Demonstrates Christ-like character
- Joyfully reveals the “Good News”

As we pursue our mission of Building a community fully alive in Christ, we set our big seven-year goal: By God’s grace, Trinity will more than double in attendance and triple in influence by 2026. Our initial annual goal, set for 2020, was because of infectious invitations from people who are being changed by Christ, our one-year “10 by 20 Vision” is to grow in attendance and giving by 10 percent by the end of 2020. It was ironic that we chose “infectious invitations” in light of COVID19 emerging in March 2020. In response to COVID, we initiated the live-streaming of our services and actually saw our attendance grow by at least 10 percent between in-person and online viewing. And our income did grow by 10%. We believe God is calling us to reach our community for Jesus Christ and mobilize them to reach the world near and far.

PART II: WHAT IS THE CONTEXT OF OUR MINISTRY?

2.1 OVERVIEW:

COMMUNITY, HISTORY, BUSINESS, TOURISM, EDUCATION

Trinity United Presbyterian Church (Trinity) is located in central Orange County, California. Orange County is in Southern California, bounded by the Pacific Ocean on the west, Los Angeles County to the northwest, San Diego County to the southeast, and Riverside and San Bernardino counties to the east. Orange County is the smallest county in Southern California with a land area of 789 square miles.

Trinity is situated in an unincorporated area of Orange County. This area uses the name of the nearby county seat, Santa Ana, as its “city.” Nearby cities and neighborhoods include Tustin, North Tustin, Orange, Villa Park, Irvine, Anaheim, and Garden Grove.

Historically, members of several Native American groups long inhabited the area. In the 18th century several Spanish expeditions led to the establishment of missions throughout California. In 1776, Mission San Juan Capistrano became the area’s first permanent European settlement. Cattle ranching and agriculture were major economic mainstays throughout most of the 19th century. Agriculture continued to thrive through the first half of the 20th century. The county is said to have been named for the citrus fruit in an attempt to promote immigration by suggesting a semi-tropical paradise—a place where anything could grow. The average temperature is 70 degrees F.

Today, Orange County is the headquarters of many Fortune 500 companies. Irvine is the home of numerous start-up companies. Other cities in the county are the headquarters for several more Fortune 1000 companies. Many regional headquarters for international businesses also reside in Orange County. Fashion has evolved as another important industry to Orange County.

Tourism remains a vital aspect of Orange County’s economy. Anaheim is the main tourist hub, with Disneyland being the second most visited theme park in the world. Also, Knott’s Berry Farm, which gets about 7 million visitors annually, is located in the city of Buena Park. The Anaheim Convention Center receives many major conventions throughout the year. Resorts within the beach cities receive year-round visitors due to their close proximity to the beach, biking paths, hiking trails, golf courses, shopping, and dining. Mountain and desert environments are easily reached within two driving hours.

Orange County is the home of many colleges and universities. These include two-year community colleges, four-year private religious and secular universities, and specialty institutions. The two largest public universities are California State University – Fullerton and the University of California – Irvine. The Orange County Department of Education oversees 28 school districts.

2.2 COMMUNITY CHARACTERISTICS & DEMOGRAPHICS

This section provides key perspectives, insights, and demographics of our community. Where available and applicable, we provide comparative data for all of Orange County, the five-mile radius surrounding Trinity, the zip code area (92705) wherein Trinity lies, and for the Trinity congregation. Data sources include the 2020 U.S. Census, various Orange County statistical references, several 2019 “Insite” reports prepared for ECO, and Trinity’s 2019 Ministry Information Form submitted to ECO.

Population		
	<u>Orange County</u>	<u>Zip Code</u>
Population	3,186,989	25,718
Male	1,571,086	12,910
Female	1,615,903	12,808

Education		<u>Orange County</u>
HS Grad or higher		85.5%
Bachelor’s degree or higher		40.6%

Ethnic Composition	
<u>Ethnicity</u>	<u>Orange County</u>
Caucasian	39.8%
Hispanic	34.0%
Asian	21.7%
African American	2.1%
Other	2.5%

As indicated in the Ethnicity chart above, the ethnic makeup of the current congregation does not closely mirror that of the county or the immediately surrounding areas. The vast majority of the current congregation is Caucasian, with only small percentages of attendees being Hispanic, African American or Asian.

Home Ownership:

In Orange County there are 1,115,957 housing units. Approximately 59.3% of the units are owner-occupied. The median value of owner-occupied units is \$679,300. The median gross monthly rent for rented housing units is \$1,854.

Households:

There are 1,059,083 households in Orange County (2019 data). The average number of persons per household is 3.03. The median household income in 2019 dollars was \$90,234, and the per capita income was \$41,514. Average commute time to work is 28 minutes.

2.2 COMMUNITY CHARACTERISTICS AND DEMOGRAPHICS: cont

Education:

The level of adult educational attainment in the target areas is shown below. The term “educational attainment” refers to the highest level of education completed.

The Education chart indicates that the area near Trinity has significantly more Bachelor and Advanced Degrees than the other areas detailed.

Age Distribution:

The median age of people in the county is 37.2 years. The data for Trinity is based on the 1,646 regular attenders (members and non-members) active in our database.

Age	
Age	Orange County
0-4	5.8%
5-17	21.7%
65+	15.30%

Note that the age distribution of the congregation is somewhat different from that of the county and the immediately surrounding areas. There are more youth under the age of 18 and more seniors over the age of 65 who attend Trinity. Additionally, there are fewer children 0-4 and adults aged 25-54 who are attending.

Occupations:

The most common jobs in Orange County by number of employees are sales and related occupations, management occupations and office and administrative support occupations. Compared to other counties, the county has an unusually high number of architecture and engineering occupations, business and financial operations occupations, and arts, design, entertainment, sports, and media occupations. The highest paid jobs in the county, by median earnings, include law enforcement workers including supervisors, legal occupations, and architecture and engineering occupations.

2.3 TRINITY'S STRENGTHS IN THE COMMUNITY

Trinity has a 146-year history in the community. Throughout its history Trinity has placed special emphasis on tithing, global mission and local community outreach, a Bible-centered Sunday school, youth activities and sports, and fine music.

Trinity's Covenant Partners have long been active in the local community by often serving on various boards, coaching in youth sports, serving in many of our supported community outreach programs, and leading or participating in numerous other activities in the nearby community. Trinity strives for excellence in all we do, and this draws people from the community into the church. Two ministries that are often highlighted by our members and the surrounding community are the Youth Ministry and the Music Ministry.



PART III: WHAT IS GOD CALLING US TO DO NEXT?

He handed out gifts of apostle, prophet, evangelist, and pastor-teacher to train Christians in skilled servant work, working within Christ's body, the church, until we're all moving rhythmically and easily with each other, efficient and graceful in response to God's Son, fully mature adults, fully developed within and without, fully alive like Christ.
--Ephesians 4: 11-13 The Message (Peterson)

As we seek to be a community fully alive in Christ, Trinity's vision focuses on ensuring that our facilities, ministry activities, programs, and all that we do has meaning for God's Kingdom and leads us in becoming fully alive like Christ. Believing we grow and mature as we serve, we seek to engage all in our congregation in using their gifts to build faith into all aspects of daily life. We seek to ensure that all our ministry teams are interconnected and to expand the definitions of traditional ministry.

We want to grow in God's Word so that his power will transform our priorities and lives. We have a passion for Bible literacy and a desire for equipping our congregation with the knowledge and application of God's Word as evidenced by sermons, teaching, weekday classes and youth programs. In conjunction with the Lead Pastor's direction and vision and in collaboration with other senior leadership "LEAD" Team members, the Executive Associate Pastor for Evangelism, Discipleship and Multiplication (EAPEDM), along with the Associate Pastor for Strategic Ministry and Mission (APSM), will collaborate with the appropriate ministry team members and staff to carry out the goals of Trinity's Session.

In 2020, upon the retirement of Trinity's Executive Associate Pastor (EAP), it had been the EAPNC's intent to fill that role as it existed. But as the EAPNC reviewed Trinity's vision and goals, they recognized that the pastoral and program staff were stretched to, and often beyond, capacity. The interviews progressed and when it came time to disclose rankings, the eight EAPNC members had ranked the same two candidates as the top two and felt that both were uniquely gifted to actualize Trinity's vision and strategy to grow the Lord's Kingdom. The committee felt that they were being called to take a bold step forward and that God's dream and plan involved bringing both Pastors into Trinity. With the recommendation of HR and Finance, and approval of the Session, the EAP role became two separate positions which were in turn overwhelmingly approved by the congregation during the time of COVID by a vote of over 300 covenant partners:

- The Executive Associate Pastor for Evangelism, Discipleship and Multiplication is tasked with providing strategic project, leadership, and operational support to the Lead Pastor and overseeing and leading the various teams for Adult Discipleship, Evangelism, and Church Multiplication, including the development of the strategic platform for Trinity church multiplication. This position also serves as acting Head of Staff when called upon by the Lead Pastor

- The Associate Pastor for Strategic Ministry and Mission is tasked with providing strategic project and operational support to the Lead Pastor, and overseeing and leading the various teams for Missions, Community Outreach, Human Resources, Safety, and Finance. This position will take on special projects including development and expansion of Trinity's Leadership Accelerator as requested by the Lead Pastor

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

Our Vision strategies of Invite, Connect, Grow, and Serve are being embedded into each ministry team focus and are guiding decision-making and budget planning. We are growing beyond working in "committees" to serving as high-functioning, focused teams which move rhythmically and easily with each other. Communication across team lines has become easy and fluid as resources are shared with one another.

There is great energy around our growing number of Bible studies and small groups that meet to study God's Word in a safe and nurturing setting. Emphasis on training and equipping leaders has engaged the local and global missions, care, and discipleship teams. Leadership development is an important vehicle for adult ministries.

Our focus on inviting is leading our people to be a warm church that welcomes and reaches out to those who hunger for more in a stressed-out world. We want to serve each other and the world with generosity and love.

We want to connect to each other in both a name-knowing and need-knowing community so that people feel cared for, loved, and alive. Our newly designed "Hub" is a central location on campus where we invite guests as well as regular attenders to connect with us. Our Hub team has ongoing training in listening to those we meet and discerning how we might care for them. We have recently updated our church data system and continue to expand our connections by using technology to invite people to become a part of our church family. We are maximizing the use of social media to improve communication with all ages and stages of our congregation. We want to become a congregation that invites all to connect with God and with one another.

We want to spend our time doing things that matter both now and for eternity.

PART IV: NARRATIVE ON HEALTH OF MISSION & MINISTRY

The Holy Spirit has been at work in our congregation since our beginning in 1876. In the past year through new commitments to follow Jesus Christ, growth in the fruit of the Spirit, and other transformational experiences, we are pressing on to become a church fully alive in Christ.

As part of our new ECO tradition, we regularly assess church health with our Missional Affinity Group (MAG). A few examples of our recent growth include:

- Trinity Street Church, where Trinity congregants and members of the community came together for fellowship during Covid, brought forth new leaders and ministry partners who weren't currently engaged in church life. Many men and women are empowered to put to use their spiritual gifts of leadership, worship, evangelism, and prayer. Trinity Street Church continues to grow and reach new neighborhoods in our community.
- Trinity's High School Ministry's recent growth during COVID and Youth Alpha has been exciting and encouraging to our church. Ministry partners have stepped forward to match that growth, and unchurched teens in our community are coming to faith and being disciplined by over two dozen volunteer staff.
- SoulWork Wednesdays was launched in 2021 to create space for women to connect during our 9 O'Clock Hour through food, fellowship, prayer and testimonies. The 10 O'Clock Hour consists of multiple breakout opportunities to grow in biblical knowledge, serving and community building. This is a place that women of all ages and stages are welcome!
- Celebrate Recovery (CR) was also launched in 2020. CR is a 12-step program that helps people find freedom from hurts, habits, and hang-ups. The group continues to flourish thanks to a dedicated team of lay leaders working closely with Trinity staff.
- For the second year, Trinity is hosting NOVO's Spiritual Authority Cohort which encourages and empowers and blesses men and women from Trinity and other local churches to step into their spiritual authority in their homes, workplaces and neighborhoods using practical prayer tools.
- Our Alpha evangelism program has been going for many years now, and we have seen many people come to new faith in Christ and have seen others' faith renewed and strengthened. It runs twice a year and has an average attendance of 80 adults. Our last Youth Alpha series attracted 150 teens.
- Our choir program attracts adults and youth from a wide net beyond our church neighborhood. Both discipling and community building are natural parts of this program. Many participants consider their choir community to be their closest spiritual connection to others.
- Providing service opportunities for our covenant partners has enhanced their faith. Several examples include our relationship and mentor ministry with Orange County Rescue Mission; the growing relationship with our neighbor, Loma Vista School; the English Learning Center; and our Samaritan Care Center.

Though historically we have been more of a missions-focused, rather than a church planting-focused congregation, we are currently challenging ourselves to extend our ministries beyond the borders of the church campus. A few examples are:

- New communities of worship and discipleship are expanding. Some of these are church-created programs, and others have arisen spontaneously by covenant partners going out and finding where God is already working.
- Although not really “beyond our borders,” our Sunday morning band-led worship in the Fellowship Hall provides an alternative for 200-300 people. The relaxed atmosphere with contemporary music draws both young and old. In April 2020, a second service was added in Fellowship Hall.
- Reunion. A monthly night of worship service is held one Sunday evening each month and is focused on attracting young adults and those new to the church. This service is led by our college, career, and high school program staff.
- An emphasis on Bible study and adult gatherings, including Man Night, Marriage Matters, Women’s Precepts, MOPS, and Women in the Word, have encouraged us to reach out to our neighbors and those in the congregation who are not involved in regular Bible study.
- In addition to leading the congregation in worship, our 120-member adult choir provides an example of an intentionally caring community. The choir has always had members from beyond the doors of our church, with even non-Christians participating. One recent emphasis has been on bringing in young single adults from around the county.

During a time of great challenge for most churches, God has blessed Trinity, and the congregation has faithfully supported its ministry. Trinity recently completed a capital campaign of \$6.5 million, using only a limited line of credit for cash flow purposes, and does not carry any debt from this project. Trinity has regularly grown and funded its budget. Most recently, the 2021 annual Sunday offering exceeded \$5 million. Trinity also maintains healthy levels of capital and operating reserves to meet future needs.



Building a community fully alive in christ.

PART V: POSITION TO BE FILLED

ROLE DESCRIPTION — Lead Pastor

February 2022

Accountability: Session and Human Resources Team

Role Mission Statement:

The Lead Pastor is the primary steward of the biblical and theological integrity, mission, vision, and message for the session, staff, and congregation of Trinity United Presbyterian Church.

Ministry Responsibilities Summary:

The Lead Pastor fulfills this role mission primarily through preaching and teaching for the entire congregation as well as equipping and training elders, staff, and lay leaders.

- Preaching, worship and communication ministry (30%)
 - o With responsibility and authority over all worship services to determine the selection of Scriptures to be read, the preaching and teaching ministry, the prayers offered on behalf of the people and used by the people in the service, the music to be sung and the use of drama, dance and other art forms. Some or all of these responsibilities may be delegated to others with the pastor maintaining the final authority
 - o With responsibility and authority to communicate Trinity's mission, vision, message, and theological convictions through a variety of media for both congregational use and outreach
- Head of Staff charged with supervision and oversight of all paid staff (25% - 20%)
 - o With responsibility and authority to lead the staff and congregation in all aspects of fulfilling the mission, vision, and values
 - o With authority to delegate ministry responsibilities to Associate and Assistant
- Pastors and key Directors, establishing goals and accountability with and through them, managing all staff personnel in accordance with the church's Personnel policies
 - o Serve ex officio on Church Nominating Committee and Human Resources Team, as well as on all Pastoral Nominating Committees and search committees for key leadership positions
- Session Leadership (10%)
 - o To steward the session in its generative, strategic, and fiduciary responsibilities for envisioning and fulfilling God's call for Trinity

PART V: POSITION TO BE FILLED cont

- Leadership Development (15%- 20%)
 - o Develop and maintain a broader leadership development ministry within the congregation that includes personal, spiritual, and vocational formation for increasing the participant’s leadership and influence in the world and in the church. The goal is to empower people to be fully alive in Christ by equipping them with Biblical and theological knowledge, attitude, behaviors, and skills to make a positive difference through their influence and service
 - o Develop and maintain a leadership pipeline for church leadership of elders, deacons and ministry leaders

Secondary Duties:

- Pastoral care, primarily for spiritual direction and counseling
- Ministry to the “broader church” with ECO and other appropriate opportunities

Description of Schedule:

Salaried, exempt, full-time; attend monthly meetings, some at night; is an active and committed member of the Trinity family including attendance in weekly Sunday worship. Is an active member of and involved in Presbytery and Synod as appropriate

Education, Experience & Training Required:

- Minimum Educational requirements.
 - o Bachelor’s degree from an accredited college or university
 - o Masters of Divinity (M. Div.) from an accredited seminary
- Ordination as a minister of the Word and Sacrament in ECO: A Covenant Order of Evangelical Presbyterians or ordination in a recognized denominational equivalent that would be recognized by ECO for transfer.
- Additional certifications such as Clinical Pastoral Education and other certifications would be beneficial.
- At least ten years of vocational, church ministry experience

Accountability & Review:

The Lead Pastor is accountable to Presbytery and the session. An annual review will be conducted by the Chair of the HR Team, the Clerk of Session, and a currently serving elder mutually chosen by the HR Chair and the Lead Pastor

Job Qualifications:

Personal Faith and Theological Commitment:

- A personal commitment to and vibrant faith in Jesus Christ as Lord and Savior and our Triune God
- A firm commitment to accept and adhere to the Essential Tenets and Confessional Standards of ECO: A Covenant Order of Evangelical Presbyterians
- A demonstrably Christian lifestyle appropriate and consistent with ECO’s standards

Skills and Competencies:

- To understand and communicate Biblical and Theological Content, mission, vision and message:
 - o Continually cultivates his/ her personal relationship with God
 - o Demonstrates excellent oral and written communication skills
 - o Provides strong spiritual and teaching leadership to staff and congregation through the proclamation of the Word and administering of the sacraments
 - o Serves as primary preacher for Trinity (36-40 times/year)
 - o Develops themes and content direction for worship services

- To provide vision and leadership:
 - o Provides overall direction and supervision of paid and ministry partners (volunteer staff)
 - o Establishes and maintains cooperative and effective working relationships with others
 - o Oversees the organization, operations, programs, and activities of the Church
 - o Exercises excellent interpersonal skills including tact, patience, and courtesy
 - o Utilizes intentional principles and practices for training and supervision
 - o Equips and motivates staff and laity to set and promote the vision and direction for the Church

Work Environment/Method/Styles:

- Office environment. Driving a vehicle to conduct work. Evening and variable hours. Physical demands: Hearing and speaking to exchange information, preach, and make presentations. Ability to operate a computer keyboard. Seeing to read a variety of materials. Sitting or standing for extended periods of time.
- Communicate effectively both orally and in writing. Participate in developing and promoting the strategic priorities, vision and direction for the Church.
- Establish and maintain cooperative and effective working relationships with others as a team. Analyze situations accurately and adopt an effective course of action. Work comfortably, effectively and efficiently in formal and informal settings. Work independently with little direction. Plan and organize work. Maintain records and files.

Pastor Nominating Committee Chairperson & Other Contacts:

CHAIRPERSON: Lars Walton

PHONE: 562.400.9042

EMAIL: pastorsearch@tupcsa.org

SEARCH CONSULTANT: Rick Heltne - Partner, SIMA Partners

EMAIL: rheltne@simapartners.com

Appendix A: Trinity Local Outreach

Beyond Blindness: Develops full potential of blind children from birth to twenty-one years of age.

Christian Outreach in Action: Breaks the cycle of poverty and homelessness by assisting homeless and low-income people regain stability and self-sufficiency.

Family Promise of Orange County: Provides temporary housing to homeless families at church facilities.

Fellowship of Christian Athletes - Foothill High School: Focuses on serving local high school students by equipping, empowering and encouraging students to make a difference for Christ.

Habitat for Humanity: Eliminates inadequate and poverty housing.

Home for Refugees: Creates partnerships between refugee families and faith groups to establish self-sufficiency for refugee families in the US.

H.O.M.E.S, Inc.: Provides support for adults with mental illness in shared housing.

La Semilla Learning Center: An after school program that nurtures academic success in a Christ centered atmosphere.

Hope Harbor: Provides a temporary Christian home to teenage boys & girls in crisis.

LivingWell Pregnancy Center: Offers practical and compassionate medical support services for women facing unplanned pregnancies.

Living Stones Ministries/TAG: Brings hope, comfort, and encouragement to families with issues of same sex attraction.

Mary's Path: Provides a loving environment for pregnant minors who choose to carry their babies to term.

Orange County Jail Ministry (Gleaners): A comprehensive program which brings about a change of character, attitude, and behavior for inmates through Jesus Christ.

Orange County Rescue Mission: Seeks to minister the love of Jesus Christ to the Least, the Last, and the Lost.

Safe Families for Children: Provides support to families in crisis by providing temporary “extended families” so that children and parents remain intact.

The Sheepfold: Provides shelter, food, and clothing to abused and forsaken homeless women and children.

Southwest Community Center: Offers supportive services to low-income families and homeless men, women, and children to enable them to become self-sufficient.

Think Together: Provides tutorial assistance to close achievement gap in low income students.

Trinity English Center: Teaches people to speak, read, and write English.

Wavecrest – Friends of L'Arche: A home for persons with developmental disabilities where faithful relationships based on celebration and forgiveness are nurtured.

Young Life-Tustin: Carries the message of Jesus Christ to teenagers by building friendships and participating in outreach camps.

Appendix B: Trinity Global Mission Partners

<u>Mission Partner</u>	<u>Location</u>	<u>Organization</u>
Andrew & Teri Adair	Texas	Antioch Partners
Bob & Jan Blincoe	Arizona	Frontiers
Steve & Robbie Brooks	Arizona	Crown Financial
Mike & Andrea Bryant	Vanuatu/Ethiopia	Wycliffe
Jason & Jennifer Byers	Thailand	Commission to Every Nation
Greg & Christine Callison	Northern Iraq	PC (USA)
Steve & Susie Colby	Canada	Intervarsity
Garrett & Lisa De Blauw	France	Reach Global
Johnny & Koki Desai	India	EFI
Steve & Tracy Geis	Papua New Guinea	Wycliffe
Dan & Tammy Gonzaga	California	Intervarsity
Tim & Lois Halls	California	Martureo
John & Deanna Hayes	Spain	NOVO
Dave & Susan Irby	Oregon	Surge Intl
Zane & Elisse Kang	Japan	Mustard Seed Network
Andy & Heidi Kellogg	Florida	Seed Co.
Eugene & Joy Kim	California	Wycliffe
Carrie Miles	California	Empower Intl
Barbosa & Sinara deOliveira	Florida	OC International
Mark & Terry Patterson	Colorado	Frontiers
Dave & Mari Pedersen	Texas	Trans World Radio
Edmur & Kathy Ribeiro	Brazil	JOY! Brazil
Peter & Tammy Russell	Tanzania	Wild Hope Intl
Louis & Lisa Shanks	South Carolina	Seed Co.
The "S" Family	Central Asia (closed)*	Frontiers USA
Dan & Laura Tietz	Texas	Cru/Bridges Intl
The "T" Family	Central Asia (closed)*	Interserve
Chet & Katie Williams	Ecuador	Commission to Every Nation (CTEN)
Richard & Wendy Yancey	Germany	Pioneers
<u>Organizations:</u>		
Daystar University	Kenya	
Dick Grace Scholarship Fund (EAP)	Kenya	
Ethiopia-Suri People Group	Ethiopia	
Forest Home	California	
Fuller Theological Seminary	California	
SAT-7	Middle East/North Africa	
Siloe Medical Center	Baja California	

**religiously persecuted area (Do not print names)*



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