



Opportunity Profile



Trinity United Presbyterian Church

Lead Pastor

The Context

The Church

Throughout its 146-year history, Trinity United Presbyterian Church has sought to know God and to be faithful to his call in the life of the congregation. The mission of Trinity is to build a community fully alive in Christ. Combined with a 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.



Trinity 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.



Since 2006, Dr. Doug Rumford has served as the Lead Pastor of Trinity. Under his leadership, Trinity has enjoyed renewed growth, vitality, and excitement as the congregation explores how God wants to use them

for his Kingdom. Membership and worship attendance are growing; over 60% of our current covenant partners (members) have joined in the past 10 years.

For Trinity, as for churches across the world, the arrival of Covid-19 provided some difficult challenges. The campus was closed 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 its streaming and recording technology, so Trinity was able to seamlessly switch its services to livestreaming. Every ministry department showed great creativity and flexibility in adapting to these changing circumstances. For the rest of 2020 and into 2021, Trinity 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. Trinity is 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 participation in student ministries increased dramatically, experiencing amazing growth even in a time of pandemic. An example is the Alpha Class offered to High School students.

Trinity was thrilled by the students' eagerness to embrace this class. They invited friends and grew High School Alpha to over 250 students who attended regularly throughout the sessions.



The second highlight is the organic growth of an unplanned micro-expression of church that began while the buildings at Trinity were closed. Some of the members from the church started meeting in Trinity's parking lot and streaming the service from a TV on the back of a pick-up truck. This eventually morphed into "Trinity Street Church" which continues to meet in cul-de-sacs each week. It moves to a

different location each month with live worship accompanying the streamed message. There are regularly 130-150 people participating weekly, many of whom have never attended church before. Through this ministry and excellent leadership team, many have come to faith and been baptized.



Mission work has been a priority throughout Trinity's history. Currently the congregation supports 28 missionaries worldwide, seven mission organizations, and 21 ministries within Orange County. One of the exciting features of Trinity is the

entrepreneurial environment that has been fostered, leading to initiatives such as Street Church and an annual Mexico home building program.

The 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 (The Hub), and improved outdoor gathering spaces. The Hub features a coffee lounge and an extensive library. An improved prayer room, and redesigned space for small groups and gatherings were also updated. The Samaritan Care Center, part of the Care Ministries, offers medical equipment, a food pantry, and other innovative resources for our congregation and

community. Additionally, within the Care Ministries, Trinity's Parish Nurse uses specialized medical training to minister to the whole person - body, mind, and spirit - by encouraging health and healing, linking individuals with resources, providing educational opportunities, and ministering to the spiritual needs of the individual.



The Worship and Music Ministries at Trinity have been an integral part and highlight for many years. Offering music to the glory of God, the ministry assists the congregation in heartfelt worship, and aids people in developing their God-given gifts. One of the hallmarks of Trinity's holistic Worship and 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, traditional

classics, and contemporary voicings, 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. Trinity's music ministry also offers numerous concerts throughout the year as an easy, non-threatening form of evangelism that invites in the neighborhood and has brought thousands to Trinity over the years.

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 and Music also encourages instrumentalists, dancers, and actors to participate in various services and special events throughout the year, encouraging use of the special gifts generously given by God.

A multi-generational and highly educated congregation, Trinity consists of 1,267 Covenant Partners as well as many regular attendees with a Session made up of 21 Elders and Deacon Board of 42 Deacons providing leadership and service. The staff consists of 5 pastors and 14 full time ministry directors and a total staff of 50.

The church is healthy financially and operationally with a budget of \$5.2M with a high level of congregational generosity resulting in a budget surplus of \$457,000 for 2021. The church also maintains healthy levels of capital and operating reserves.

As a result of a congregational survey and visioning process, Trinity has set a big seven-year goal: By God's grace, Trinity will more than double in attendance and triple in influence by 2026. The initial annual goal, set for 2020, was because of infectious invitations from people who are being changed by Christ, the 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!

In addition, Trinity features:

- *Historic Southern Californian Church formerly in the PC(USA) but now in ECO*
- *Large plot of land and beautiful facility have enabled ministry opportunities*
- *Generous congregation has historically provided abundant financial support*
- *Long-time senior pastor shaped cultural distinctives - bible centered / family and community emphasis / music passion*
- *Like other Presbyterian churches, Christian education and discipleship has been an emphasis at Trinity across all ages - children, students and adults.*
 - *The church is known for great children's' ministry and has a large and successful youth ministry program.*
 - *There are numerous adult classes for regular bible study and the church maintains a large library.*
 - *Previous senior pastors have been great teachers of the bible emphasizing bible reading and study.*
 - *Classes and programs have been a major draw for new people to be introduced to the church.*
- *Music ministry is another hallmark.*
 - *Trinity has excelled at well-done traditional, blended, and contemporary worship with Presbyterian distinctives.*
 - *This has also included an excellent choir and well-known and respected choral program for kids, youth and young adults.*
 - *Trinity's emphasis on quality traditional and blended worship has served as an alternative to strictly modern worship experiences common in many worship settings today.*

- *Trinity also offers a service in the fellowship hall with contemporary (band-led) worship that tends to draw a younger demographic. This is also true of the outreach oriented “street church”.*
- *Spirit-led experimentation is encouraged.*
 - *The current senior pastor and leadership of the church lead with “yes”.*
 - *Within certain boundaries there is a culture of trying new things.*
 - *Motivated volunteers and staff will find room to explore ideas and leading from the Spirit.*

The Community

Trinity is located in central Orange County, California on a highly visible corner in Santa Ana. Nearby cities and neighborhoods include Tustin, North Tustin, Orange, Villa Park, Irvine, Anaheim, and Garden Grove. 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 and a population of 3.2 million people.

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 and the business community is robust and encompasses many different industries. Orange County is also home to several other large well-known churches including Saddleback, Mariners, and Rock Harbor.

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 near Trinity 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. All major sports team are located in Orange County or nearby in LA County.

The ‘beach towns’ of Huntington Beach and Newport Beach are influential in the area while Orange County is also 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.

Demographically, Trinity Presbyterian Church straddles a high-income largely Caucasian community of North Tustin along with the more diverse socio-economic community in Santa Ana, while Orange County tends to be more conservative politically than neighboring Los Angeles.

It is into this context that Trinity United Presbyterian Church is seeking to call a new Lead Pastor.

The Need, Opportunity and Role

The Need and the Opportunity

(Why a Need for New Senior Pastor and Hopes and Dreams for the Future)

In late 2021, current Lead Pastor Dr. Doug Rumford, having served Trinity faithfully for 15+ years and with a total of over 40 years in ministry, announced his intent to retire in June of 2022. Having stewarded renewed energy, a deep sense of community, developed thriving ministries, facilitated the expansion and improvement of a beautiful campus, and fostered a healthy staff culture, Dr. Rumford will be leaving a church that is poised for an exciting future.

The recently adopted and aforementioned 'vision frame' provides a compelling entry point for the next Lead Pastor. As a church 'on the verge of what's next', the Lead Pastor will have the freedom to interpret this 'vision frame' through their gifts, experience and insight in order to not only keep Trinity on its current trajectory but to bring creative leadership that will continually expand the way the church considers, intersects and impacts the current cultural context. The highly gifted, committed and spiritually healthy staff is poised to lead well into the next chapter of Trinity's story of impacting the lives of individuals, the community and the world with the Gospel.

While leaning into an expansive future, there is also a desire that Trinity is able to 'shrink the community', creating opportunities for covenant partners and attenders to experience fellowship and intimacy. The Lead Pastor will have a very rich history to build upon and preserve while navigating and leading Trinity into its exciting future.

The recent call of a new Executive Associate Pastor and Associate Pastor of Strategic Ministry and Mission has created a staff structure that will free up the Lead Pastor to focus their own gifts and talents on the big picture. A Lead Team with a collaborative spirit consisting of these Pastors along with the Associate Pastor for Student & Family Ministry, the Associate Pastor of Care Ministry, the Minister of Worship & Music and the Director of Business and Operations will provide an opportunity to oversee and grow ministries through the mobilization of other staff and congregation members.

The Role

(What Will the Ideal Candidate Bring to the Table and What They Will Get to Do)

Trinity Presbyterian Church is looking for a new Lead Pastor who is able to maintain the church's historic commitment to the study and application of Scripture for all ages while preaching with authenticity and relevance - to be "relatable". The ideal candidate will be a passionate visionary who will "galvanize" and unite the church toward greater impact expanding Trinity's reach and vision to include more ethnic diversity and neighborhood representation. This will include bolstering the justice and mercy efforts - including ministry with those who are oppressed or in need - 'to become a cultural Juggernaut and a place where we get our hands dirty'.

The right person will be a seasoned leader who is not intimidated by new ideas and initiatives and able to nimbly steward Trinity's entrepreneurial spirit that empowers members and staff. Possessing maturity and a high EQ level will be necessary in order to work collaboratively and exhibit humility as a leader yet be willing to enter into conflict and have hard conversations when needed. While not necessarily one who gets 'deep in the weeds' of organizational management, the next Lead Pastor will nevertheless be an effective manager who can steward a talented and motivated staff and gifts of the congregation and develop the leadership, management and spiritual gifts of the staff.

The next Lead Pastor is the one who...

- 'Empowers and pushes us beyond what exists with kindness, understanding and grace.'
- 'Not a pioneer but a champion of pioneers.'
- 'Mobilizes the people of God in their places of work and neighborhoods.'
- 'Keeps the theological center amidst a changing culture.'
- 'Is willing to steward the theology and vision of the church.'
- 'Stirs the congregation to servant evangelism.'
- 'Is deeply committed to preaching and teaching the word of God in conformity to our Presbyterian confessions and the ECO Tenants.'

Education, Experience & Training Required:

- Minimum Educational requirements.
 - Bachelor's degree from an accredited college or university
 - 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

Application Process:

Trinity Presbyterian Church has engaged SIMA® Partners in collaboration with ECO to assist our search process. To apply for this position, please contact Rick Heltne or Scott Palmbush (see below) and include a current resume/CV outlining your experience and relevant qualifications, including video sermon samples or links. In addition, provide succinct responses to the following questions:

1. After familiarizing yourself with the mission, values and theological perspectives of Trinity Presbyterian, please comment on the ways in which your personal theology and vision for leadership are in alignment.
2. Describe your faith journey and your practice of spiritual discipline.
3. Discuss how you believe the church can successfully adapt to emerging generations while still respecting the history and tradition of Presbyterian denominations.
4. What is most motivating or compelling to you about the Lead Pastor position at Trinity Presbyterian Church?

Please provide at least five references including email and phone contact information. We will not contact your references until later in the process and only upon your approval.

Please submit all materials to:

Rick Heltne, Partner-Senior Search Consultant

rheltne@simapartners.com

or

Scott Palmbush, ECO

scottpalmbush@gmail.com