

Congregational Questions:

Q – How do you manage time in a way that balances family, personal & church?

A: I use a scheduling calendar, an office manager, and I track my hours.

Q – How have you used the Hebrew language you know?

A: 1) personal enrichment and enjoyment of God's Word; 2) sermon preparation; 3) teaching—I am a member of NAPH, National Association of Professors of Hebrew; 4) visiting with Jewish people in hospitals and I am able to connect with rabbis in the community. I conducted a Jewish funeral in Hebrew last week.

Q – When you have noticed something unwise or inappropriate you have done (or someone else noticed) do you try to qualify it to change others' perception, or do you admit it and show you are interested in learning & growing through this?

A: James 3 says, "We all stumble in many ways." Whenever I get called-out and do something dumb, I own it, I admit it, we talk about it, live, learn and move on. I've discovered that I learn best through mistakes. I'm blessed to have a group of "Galatians 6:2 Friends."

Q – Do you appreciate and invite feedback (+/-), taking it neutrally not personally & not getting your feelings hurt in the process?

A: I am not easily offended. Bring it. In order to have meaningful evaluations, assessments and critiques of my ministry I developed a process that allows different church members to participate in a structured periodic evaluative tool that looks at/considers and grades/scores various aspects of my performance. I use this for professional development.

Q - Is it your practice to listen carefully & try to understand other people's viewpoints/perspectives?

Yes. I use active listening methods and facilitate opportunities for people to reflect, share, respond and express their thoughts and feelings. I affirm people's feelings. "Listening" is a very important part of spiritual support. I spend a lot more time listening, affirming and encouraging than I do

speaking. Many people who want to share an opinion or conviction are *in a process* of sorting-out their viewpoints/perspectives and I enjoy that journey with them.

Q – Thank you for spending time yesterday evening with some of the young families of OroNaz. Can you share some things you learned about this local church Body from that time of fellowship?

A: LOVED the street tacos! I learned that many young families enjoy wonderful, meaningful relationships in the church. I was impressed by the children and all the fun the kids and parents had together. Several people shared with me that they wanted their church to be a community that is safe, warm and nurturing for their kids. I noted the care and concern for the community that everyone shared. Many people expressed a devotion to the Lord and His church along with the broader community. I was blessed by the sense of togetherness but also by the sense of hope; that there was a shared belief that God would do great things and the future looks good. I was moved by the positivity.

Q – Have you experienced leading a church or ministry this size? If so, can you share an example where you recruited, equipped and mobilized multiple teams to carry out the work in an organization as big as OroNaz?

A: Some of our churches have been bigger, some smaller. Our current church averages about 850; I have served the Lord in churches as big as 2,500+ and as small as 40. I have never single-handedly recruited, equipped and mobilized multiple teams that carried out the work in any of these organizations. But I have been the spiritual leader among the teams that did accomplish great things for the Lord including big-ticket events, activities, programs, missional initiatives and ministries. God gets the glory for all that was accomplished, the team gets the credit for doing what God asked, and for all the times things flopped I am happy to accept blame.

Q – How much of a salary does the Pastor get?

A: I do not know. We have not discussed a salary package for Oroville Naz.

Q – What is your Enneagram Number?

A: I am a “Type 3” (a.k.a. “Achiever”).

- Type 3 -10.7
- Type 2 - 9.4
- Type 7 - 8
- Type 1 - 7.4
- Type 4 - 6.7

Q – What is your favorite verse?

A: “For the lips of a priest ought to preserve knowledge, because he is the messenger of the LORD Almighty and people seek instruction from his mouth.” (Malachi 2:7, NIV) I also have a “life passage” which is Ephesians 4:1-5:1

Q – What is your golf handicap?

A: I stop counting swings when I have double-the-par!

Q – What is your favorite ice cream flavor?

A: I know I said “Rocky Road” before, but I changed my mind. Now it’s Coffee Caramel Turtle Crunch.

Q – What is your favorite college basketball team?

A: KU. Coach Bill Self is THE man!

Q – Why did you apply to come to Oroville?

A: I actually gave my resume to the district superintendent Pastor Steve Scott. He presented my resume to the Search Committee. I did not apply directly to Oroville Naz.

Q – What do you think of Rick Warren and the Purpose Driven model?

I like Rick Warren, especially his focus on small groups. The Purpose Driven model impacted the Church in 1995 by bringing a new emphasis on mission and showing pastors that they could focus on what really matters (and dismiss a lot of peripheral non-essentials—note the original book’s subtitle, “Growth Without Compromising Your Message & Mission”). The

emphasis was on numerical growth. That's still important, but other newfangled trends and fads have come and gone since then. I appreciate new and various "models" for doing church but I also recognize that the church needs prayer and the Holy Spirit more than another trend to chase after. Rick Warren, along with leaders at Willow Creek like Bill Hybels, have since admitted they were wrong about the Church Growth Movement because their churches grew a mile wide and an inch deep.

Q - Do you think we should have the money in the bank before we spend it?

A: Yes. There are exceptions.

Q – How do you feel about teaching on giving? How often would you do that?

A: I teach on biblical stewardship a lot.

Q – If you are Lead Pastor will the staff be team members or subordinates?

A: I work best in a team atmosphere. I'm a good coach.

Q – What is your value or vision of Christian Education?

A: Christian Education is a passion for me. I love to make learning fun, and I love to share—in creative and "sticky" ways—what the Lord is doing in our world. My vision for CE comes from Deuteronomy 6:4ff (the *Shema*) and 1 Peter 5:2-4 (to teach *by example*). God has given me a ministry to teach teachers.

Q – How do you build a culture of "Iron Sharpening Iron" cross-generationally within a congregation?

A: This is the \$64 question among pastors. The "generational dilemma" among churches occurs because everyone just wants what they want; personal preferences preempt Providential priorities (old folks who give the most demand things be done their way & younger people with energy, vitality and youthful optimism demand their way). My answer is simple: convince the church that we all exist for a greater purpose, to please/bless the Lord (not ourselves) and follow the Acts 15 plan to "Let the rest of humankind seek the Lord" (Acts 15:17) and "Stop making it difficult for those who are turning to the Lord" (15:19). The generational gap is bridged

when a church believes they are saved to serve. We're all in this together, sharing the same mission/purpose, vision and Values/practices.

Q – Why are you looking to leave the place where you are at now?

A: I am doing just fine where I am now serving. But I am available.

Q – How large was the last church you pastored?

A: 250

Q – Do you have an accountability partner?

A: Yes.

Q – What administrative and financial oversight experience do you have?

A: Lots. My ministry, however, is *to pastor* those who are given financial and administrative oversight in the church.

Q – When is your favorite time of day to give yourself to Jesus?

A: Morning. Early.

Q – Do you water ski or snow ski?

A: I'm really clumsy on the water, but LOVE the snow; I live for a good powder day. I used to be on the Board of *Snowboarders and Skiers for Christ*.

Q – Fave board games?

A: Chutes & Ladders, Candyland, Life, Stratego.

Q – What measurable outcomes will you use to determine the success of your staff/church vision, and how does your vision change over time?

A: I keep 2 factors in mind for “success”—1) Church Growth; 2) Church Health. Church Health/Growth has a 2-year cycle and requires input/corrections/re-vision routinely, every 2 years. There are 8

characteristics with unique matrices that I consider when determining the “success” or progress of my idea of health (based on an NCS model):

- Empowering Leadership (leaders effectively accomplish ministry without always having to get permission).
- Gift-Oriented Ministry (members soar with their strengths).
- Passionate Spirituality (expressive and responsive to the Spirit).
- Functional Structures (as opposed to traditionalism).
- Inspiring Worship Services.
- Holistic Small Groups.
- Need-Oriented Evangelism.
- Loving Relationships.

Q – How important is men’s ministry to you?

A: Critical. If we invest resources into the spiritual vitality of a man, then we will indirectly also be investing in his family and circles of influence.

Q – Who, as in staff, would you bring with you if God calls you to be our lead pastor?

A: I am not bringing additional staff to OroNaz. OroNaz is already adequately staffed. I believe God has called each pastoral staff member and appointed them to serve in their capacity. That may change in the future but the Lord will determine that. It is important to me to ensure the Holy Spirit leads in church staffing (yes, I have strategic staffing dreams, but I want to hear about God’s dreams first). I do not have a “dream team” that could possibly love/lead/serve Oroville and OroNaz more than the current/existing team. ***My ministry among them would be to pray, journey, cheer-lead (picture that!), resource, protect, bless, encourage, direct, lift-up-cheer-up, develop (personally & professionally), and rejoice with-and-for each and all of the staff.*** My job is to bless those who bless God’s people.

Q – You talked about S.H.A.P.E. Have you taken the Strengths Finders test and if so, what are they?

A: 1) Achiever/Believer/Activator; 2) Deliverer/Developer; 3) Coach/Learner/Relator; 4) Catalyst; 5) Empathizer. Yes, I know.

Q – Are you supportive of our counseling ministry in the church?

A: Yes.

Q – How far in advance do you start preparing Sunday messages?

A: One year in advance. I use an annual preaching calendar and develop series around that. However, there are exceptions. Sometimes circumstances change, or the Holy Spirit moves, and there are times when my calendar is preempted by the Lord. For my sermon at OroNaz I had minimal preparation time.

Q – What was your job in the U.S. Navy?

A: My rate was EW2(SW/AW). I was able to serve as division chaplain and learned to take pride in such ministry skills as swabbing the deck and cleaning the latrines.

Q – What is your opinion on the Creation—Evolution issue?

A: I believe God created the heavens and the earth. I teach the basics, but also enjoy discussing the range of thought concerning the intersection of science and Christian faith. One of my areas of academic expertise is ancient Near East cosmologies and creation narratives.

Q – Here’s a tough one for Kevin: There are many homeless people in Oroville. The more we do for them, the more they come. Your thoughts?

A: Let them come. Bring them in. Share your testimony. Someone said, “Do all the good you can, by all the means you can,” and the Bible teaches, “Let us not become weary in doing good” (Galatians 6:9). My thoughts: “Doing good” does not mean doing what everyone else demands. It means honoring Christ. Jesus’ Parable of the Sheep and the Goats explains why we need to love and care for the poor among us. First, I encourage every believer to see the homeless, the poor, the disabled *just as Jesus sees them* in our shared humanity; second, believe with me that every individual believer has a responsibility to this world; third, our faith and a Wesleyan Reasonableness should overshadow empathy and drive us to compassion (we walk by faith, not by feelings); finally, the church provides programs that give members opportunities to express that compassion as acts of justice

and righteousness so we can measurably sustain our ongoing efforts to care for the poor until Jesus returns and straightens out this mess!

Q – The general church (of the Nazarene) is a global church and has a plan to support this effort by asking all churches to give 10% of total giving to a “shares” program. In the last 10 years our local church has reached that goal only 2 times. What are your thoughts and desires to meet these goals to fully support the global church?

A: I have not reviewed or audited the financial history of OroNaz so I can't answer this right now. But I believe in our church's mission, I support our district and denominational structure and mission (I have seen the fruits of our work and generosity all around the world), and I teach simple biblical stewardship. God blesses a church that is generous. Although I believe the suggested financial goals for OroNaz are attainable, it is important to remember John 3:27, “No one can receive anything unless God gives it from heaven.”

If there is a financial problem at OroNaz I can assure you that it is a spiritual problem, not really a money problem. Financial concerns are only symptoms of deeper, more serious trouble. Get right with God and attainment of goals will follow. My first response to church finance concerns is to start confessing and repenting. I'm a pastor, not a CPA.

I want to thank everyone for these exciting questions. Now it's my turn: A question for every member at OroNaz. What are you praying the Lord will accomplish over the next 5 years? What are your goals and dreams for OroNaz? Are you dreaming big? How many new conversions in the next 5 years? Testimonies of salvation by faith? Baptisms? New small groups? Launch a new church or satellite campus? Strengthening the impact in the community? Opportunities to do something great? Fix your marriage? Bless your kids and grandkids? Evangelism training? Pay-off your debt? Heal your anxiety? Give you an exciting place to serve Him? Bless you with confidence and faith? Clear a path for you to follow a dream? i.e., How can I pray for you? Send me an email or fb Message me, I will pray and I won't quit until God answers. God will answer your prayer for His church.