

10/7/18 - OroNaz Congregational Q & A responses from Travis Marshall

- 1. I would like to know what you and Kim enjoy together—you know those “few” occasions when you have time “away” from it all. Those times of refreshment for you both—what’s your favorite “place” or thing to do or see etc.**

Kim and I are fortunate to spend an hour a day walking around a lake next to our home. This is the highlight of our day as we are afforded time to pray, re-connect and grow in our relationship. As for our favorite place—we love the outdoors and steal any chance we get to spend time in God’s creation.

- 2. You’ve never stayed more than 4 years at any place. How long were you planning on staying here?**

Our desire and prayer is to make that our home for many years to come.

- 3. What are your thoughts about teaching classes for all ages on Sunday?**

I think it is a great idea and I would be more than willing to serve in this way. I would also look to raise-up and empower others with the gift of teaching (1 Peter 4).

- 4. Several staff members are retirement age and will be stepping down. How will you manage the transition?**

With honor and thankfulness. I am grateful for those who have gone before us, for it is on their shoulders we stand (by God’s grace). My posture would be to listen, support and work through that transition, holding to the church’s and retiree’s best interest.

- 5. From you resume, it seems you have a wonderful pastoral position currently. Why have you applied to serve as senior pastor at OroNaz?**

I am not currently serving as a pastor in a local church. However, I served for 15 years previously in that context but had taken an educational break to complete a doctorate. This time has allowed a season of opportunity to serve the local church as a ministry leader, which has only bolstered my love for the church and validated my call to full time pastoral service.

6. Whenever a new pastor comes on board. Change is inevitable. What would you change and how would you manage the change process.

As an outsider entering into an unfamiliar context and community it would be best not to change anything for a period of time. I am committed to establishing relationships, practicing awareness (prayer and vigilance), learning history and context so that I may join and advance what God is already doing in Oroville.

7. Mr. Travis – What do you believe the role of the praise/worship is during Sunday morning services and weekday gatherings?

Creation was made to worship. Everyone worships-- whether it is self, something or someone. God is the only one who rightly deserves to be worshiped (Ps. 29). Worship forms us to live out of God's faithfulness and break the deceptions of self-righteousness (our own "right-ness"). Worshipping corporately cultivates an agile heart and mind that sparks an imaginative remembrance to whom God is and that He is worthy to be praised (Deut. 8).

8. In your opinion/experience, what worship format actually achieves the purpose of worship?

Particular styles of worship are bankrupt unless the heart has a posture of pliability, contrition and gratitude. If the heart is not available to the movement of God's Spirit, no method will conduct the worship God deserves. Speaking specifically to format, my experience leans toward the following when facilitating worship: Multi-voice; Thematic; Diverse (song/music/OT & NT readings); Sacramental (Communion and Baptism); Gospel-centered preaching.

9. How should the church react if folks want to attend who identify with lifestyles historically antithetical to church doctrine?

Welcome and love them as you have been welcomed and loved by Jesus. Rejoice that they want to join in and encourage a church culture to welcome all! Doctrine is a means to direct, caution and spur the church toward a faithful obedience to the gospel of Jesus Christ and not as a tool of personal or institutional power. (1 Tim. 1, Luke 7, 15)

10. If I told you that one ministry was more important than another how would you respond?

Ministry is the lifting up of Jesus so that he, and he alone can draw all to himself (i.e. glorification - John 12, Num. 21). If a ministry is lifting up Jesus and he is drawing people to himself, we would miss the point if we tried to assign a ministry order of importance. With that said, if worship isn't at the core of our ministries, then our efforts may be doing good things, but missing their true and full purpose.

11. What is your biggest weakness?

I tend to take myself too seriously. This tendency sometimes obstructs my ability to live presently – always planning and strategizing for the future. When this happens, I miss out on the present joy and delight that God offers as I trust Him.

12. How might you approach a division of un-forgiveness in the church?

refer to #13

In addition: Practice patience. Open ourselves to the kindness of God and become aware of the sin in our hearts that we may be stubborn to reconcile. (Rm. 2; Lk. 6; Matt. 7)

13. How do you approach conflict?

Conflict is an opportunity to let love reign. Conflict is also an opportunity to Glorify God, Grow (personally and corporately) and to Serve the other. Biblical reconciliation gives a foretaste of "all things being made new" (Rev. 21, 2 Cor. 5). To a watching world, reconciliation creates a new category called hope, love and faith (we know it as the gospel).

Conflict inherently creates a position of defense and self-protection, which only exacerbates the injury(s). I carefully and prayerfully approach conflict by encouraging those involved to seek the Lord's wisdom in becoming aware of their natural inclinations and the underlying battles (James 4:1-3). I seek to create a safe space for dialogue. One way to do this is to enter a dialogue with a posture of curiosity and not of suspicion. We can do this by asking questions while remaining attentive and eager to listen and understand. Often in these interactions we listen just long enough to speak a defensive rebuttal or accusation. Peacemaking happens when those in conflict are committed to

make space and time to listen, process, identify, admit, confess and forgive. We must commit to seeking God's best through the courageous and vulnerable work of awareness, confession and renewal. (Matt. 5, Heb. 12, Prov. 12, Rm. 12... to name a few)

14. Have you built solid teams? 1) Identify teams. 2) Time frame. 3) Results

Yes, I have built solid teams in each church I have served. I am a "hands-off" empowering team-leader that strives to communicate clearly while following up faithfully. Objectives are collaborated and expectations are clear and upfront. Accountability of these objective deadlines is held until the job is finished or new objectives set. I strive for everyone in my care to hear it from me first, not from others or even worse-- left to their own "filling in the blanks."

1) In the church: Church staff, church board, committees/leadership teams, outreach, discipleship, lay counseling, visitation, prayer, children, youth (including the building up of student leadership teams), worship, men, women, mercy. Outside the church: Citywide pastor engagement group, 3 non-profits teams/boards (T.U.R.N – Today's Urban Renewal Project, Holmen's Hope – Mercy Ministries, Second Chapter Divorce Recovery), Tutoring program, work training program and coaching athletics in the high school.

2) Time can vary when building teams. Purpose, task(s), duration and outcomes determine specific timeframes. Some teams can be built in a 2-hour training (e.g. one time project) while other teams can take up to 2 years to identify, train, empower and deploy (e.g. lay counselors).

3) The success of a team can be witnessed several ways. Here are three questions I ask to assess effectiveness— 1) Was God glorified and His kingdom advanced. 2) Was the goal met? 3) Was there growth (individually and within the team)? 4) Was there a ripple effect (relationships established/strengthened, trust built, members empowered in gifts and strengths, overall ministry momentum sparked)?

15. The Nazarene church international has a very active world mission program in 59 world areas and 685 missionaries. This is all supported by the churches giving to Shares for Others. In the last 10 years OroNaz has paid 100% of the Shares for Others only 2 times. What can be done to assure that we give 100% of our responsibility every year?

This needs to be explored in light of the priorities of the overall mission of the church.

16. Genesis account: literal or allegorical?

I affirm the infallibility of the biblical creation account and the 66 canonical books of the Holy Scriptures. Moreover, this certainly includes the amazing biblical account of His glorious creation.

With this said it is important to understand that throughout the Scriptures there are diverse cultures, traditions and languages (to name a few) used in its literary narration, style, vernacular and symbolism. For instance, Genesis 1-11 (especially 1:1-2:23) is written very different from chapters 12-50 but is no less “true” or less-than in its infallibility. To read the Bible well, we must appreciate its diverse literary construct.

17. How would you restore community within the church?

Spend time together. Listen to and learn from one another. Value each other’s diverse gifts and contributions. Train, empower and impart life to all so each individual can flourish in their strengths within the community.

18. What is your vision of ministry to the community?

That ministry wouldn’t be seen as a program that the church puts on but as lives that are transformed by the power of the gospel. I see so much of this already rooted in the values and embodied in the people of OroNaz— praise God and let’s build upon it for God’s glory!

19. How would you get people on board with the mission of the church?

1. Explore the mission of God as revealed in the Bible, demonstrated in the life of Jesus and entrusted to the early church. 2. Engage and live out that mission in creative and faithful ways in the places God has already planted us. 3. Invite all to the mission.

20. What changes do you plan to make in the church if you get picked?

see #6

21. What is your plan to better bring God and his likeness to the community of Oroville?

To be a church of people that live out God's likeness in the spaces and places God already has them. We must ask "God, how are you already present in my (our) community and how can I (we) join you?" Then we must prayerfully dive deep in exploring and investing in the spaces God is already at work in Oroville.

22. What is your managerial style—micro or other?

Collaborative/Macro/Empowering/Accountable/Clear expectations.

I am a relational leader that has found my sweet spot in leading from within the team, ministry and church. I am energized by people and cultivating those relationships. I am risk adept and thrive in a team. I value dialogue, plurality and openhandedness, sharing life in the context of healthy diversity. Inclusion is the rhythm of my heart. I am committed to always making room at the table while working to reconcile the us vs. them lines of indifference. My bucket is filled when I impart life in others through empowerment, creativity and courage. I operate best with teams of people with different gifting than my own. Teams that trust one another produce honest and healthy people who can work together for the good of the overall purpose of the mission of God.

23. The church's finances are marginal—how would you address this.

1. Understand how we got there. 2. Identify priorities and adjust our finances to those priorities.

24. You have held 6 positions in 20 years (average 3.3 yrs. per position). If you get the position here how long can we expect you to stay?

Refer to #2

25. How do you suggest we build trust?

Refer to #17

26. How will you reach the African American, Latino, LGBT etc., druggies, Hmong, Special Ed children, youth and adults, and the mentally ill and lost??

Get to know them and share lives with them. Erase the lines of "us" and "them" (embrace our shared need for a Savior). Share the redemptive life as we have received it in Jesus and witness our relationships grow. This is exactly what God did in Jesus so I'm convinced and committed to doing the same and leading others in his example.

27. How will you unite our county, city, state and country?

Participate in God's redemptive mission and remain faithful to invite others to do the same. The mission of the church is to be faithful in making disciples.

28. What's been the toughest thing you've encountered with being in church leadership and how has it changed you?

The organizational shift from movement to institutionalism: For example: 1) Culture formation shifts from intentional to default/deferred. 2) Vision gives way to policy. 3) Roles change to tasks. 4) People become positions. 5) Teams evolve to a reporting chart 6) Networks flatten to organizations 7) Leadership plurality becomes top-down implementation 8) Multiplication creeps to maintenance. 9) Open-handedness shifts to protection. 10) What we're against and not what we're for.

Over the past number of years I have been able to identify these shifts and be much more intentional about anticipating them. A big part of my growth has come through leading through vulnerability and weakness. That previous sentence may have gotten a second look from you, but these key elements foster a healthy culture where egos remain healthy, love outshines fear and growth isn't just a personal metric but a team model!

29. You mentioned "we," referring to your wife and you, in regards to your last few years of church ministry. If she feels comfortable, I'd like to

hear from your wife in regards to what she sees as her role in the church ministry.

Hello! This is Kim! Thank you for asking to hear from me. Just like Travis, I am deeply committed to serve in the local church. While I have served as a children's director, adult and children's music director, worship leader, teacher and small group leader, I have spent the last 6 years becoming a licensed therapist. I am eager to see how God will use these gifts to serve Christ's Church in whatever season is next. While I don't know what that would look like in a new context, I do know that I care deeply for the Church and have a shepherd's heart. More specifically, I feel a special calling toward working with and serving the women of the local church.

30. How do your girls feel about a potential move across the country at this point in their lives?

Refer to #43

They are open to God's leading and have been in prayer with Kim and I through this process. That said, they are anxious in uprooting to a place they aren't familiar with. For them, relationships would be the key transitioning to a new place.

31. Why did you leave the other churches where you were a pastor?

Sutter Creek Church of the Nazarene: we moved back to our hometown in Colorado where I was asked to serve as a Student Pastor in Kim's home church. We were also just starting our family and anticipated living close to our parents and families.

Generations Church (Formerly known as Greeley Wesleyan Church - Greeley, Co): We felt God calling me to be a lead pastor (Up until that point I had served as a Student Pastor).

Arlington Avenue Church of the Nazarene: This was a revitalization project and we knew it would be a transitional role to help the church into their next season.

Point of Grace Church: I was called to help a church re-plant after a church split. Again, we understood this would be a limited stay. We moved to St Louis to pursue further seminary education (both Kim and I).

32. Can you preach using bullet points and a powerpoint?

Yes.

33. What is your enneagram number?

2

34. Being so focused on relationships how do you maintain & achieve goals & objectives?

Short answer, "leadership alignment." This would be accomplished through the following: 1) Clear mission & values. 2) Clear objective(s). 3) Agreed upon goals. 4) Collaboration. 5) Buy-in/ownership. 6) Clear expectations. 7) Accountability. 8) Celebrate wins (free to cut away from what is not working).

35. How do you avoid ministry rabbit trails?

Ongoing evaluation of the ministries/projects/initiatives to ensure they are aligned with the mission/values/goals.

36. Can you share or help clarify why your employment history has many short-term roles with the longest being only 4 years?

Refer to #31 and #2

37. What sizes were the churches you have pastored and how big were the staffs?

400 (staff of 4), 3500 (staff of 20), 300 (staff of 6), 200 (staff of 4).

38. What do you see has your shortcomings as a leader?

See #11. Also... A. Independently work harder rather than dependently pray more. B. Worry. C. Accepting too much responsibility.

39. What drew you to consider serving in Oroville?

I'll name one of the greatest things - OroNaz's commitment to their community and practical gospel expressions/outreach.

40. I hear your heart of mercy but how do you embrace conflict?

Refer to #13

41. How do you resolve and find (or help others) find closure when lay people or ministry leaders disagree?

Have a graceful and loving curiosity. Ask good questions and then listen. Listening is an important discipline to exercise before seeking to communicate. So much of the time we are not charitable in our judgment(s) with each other, which closes us off from deeper dialogue, causing people to talk past one another. When each party feels heard and understood, intent and impact of the conflict is named and owned, then reconciliation becomes a possible path. This path is a foretaste of what God has started in Christ's resurrection and will fulfill in our resurrection. (Rm. 8; Eph. 1)

42. What experience do you have with men's ministry and do you plan on being part of one if you come here?

I have never led a men's ministry, however, I have empowered men to lead a ministry for men in each of the churches I have pastored. I have always enjoyed being a part of sharing life with other men and would plan to do the same at OroNaz.

43. Your daughters will definitely be impacted by a potential move. How do they feel about a return to Calif. & school changes?

Kim and I have included them on this journey of faith more than 18 months ago when we began talking with churches and exploring ministry positions. We have sought to keep communication open and done a lot of praying with and over them. Our oldest daughter, Mackenna, will be starting her first year of

college in the fall of 2019 so she is focused on that new beginning. As for our other two daughters, Kate (15) and Bailey (12), they are experiencing grief as they anticipate moving out of the familiar and anxiousness about the unknown. As they speak of their concerns, the greatest is their fear of not making friends or not feeling welcome (whether that be in the new church or school setting). While we seek to encourage them and remind them of God's promises, change is always hard.

44. Thank you for spending time with some of the young families of OroNaz on Saturday night. What, if anything, did you learn about this community through that time?

Kim and I were deeply encouraged by our time with these families as we experienced a deep sense of community, love and commitment to one another. We were encouraged to imagine the possibility of sharing life with this community and excitement of potential deep friendships that God may have in store. While we wish we had more time with more people while we were there, we were encouraged to begin to hear stories of how God is working in individuals, families and in the community of Oroville.