

- What areas of the Ideal Pastor Profile do you feel you would do well with?
 - Preaching the uncompromised Gospel and applying Scripture to life
 - A Pastoral Heart
 - Friendly, approachable, and genuine
 - Great public speaker
 - Lots of experience with youth
- What areas of the Ideal Pastor Profile do you feel you might struggle?
 - Delegation - I struggle with thinking that I can do it better, so I just do it myself. I also don't want to be an imposition on people, so I just do it myself. Neither of which are good reasons to NOT ask for help. I have learned over the years that just because someone might do it differently than I would, doesn't mean it's of less quality. And just because someone might not do it to MY level of excellence, doesn't mean it wasn't done excellently. So, definitely an area God's been helping me improve in. Which, in connection to this, I have a tendency to over-commit to things. I have been learning over the years, how to say, "No" and delegate better...which bleeds into the next struggle I have.
 - I set goals, but I'm not always the best at prioritizing them correctly. Sometimes I'll do a lower priority, but urgent thing first. It's called the tyranny of the urgent. Also something God has been teaching me about. I am always rushing around trying to get everything done. Things get done, but not always in a timely manner. It's a better late than never mindset. Definitely an area I have been working on and I have good seasons of goal planning and execution and not-so-good ones.
- What is your preferred translation of the Bible?
 - I am always reading and evaluating, but the NASB95 is still my top translation (I am currently reading the NASB 2020 update to see if it's any better); The ESV is probably second (It's a little clunky in places though, but a good translation); NIV84 has some good sections, but I do not like the NIV updates at all. There are things I like about the HCSB and its revision the CSB. All in all, those are probably the translations I use the most. I'll still use the good ole KJV sprinkled in where it has a better translation. I have made it a practice that whenever a new translation or revision comes out, I read through the whole translation to get a feel for it overall.
- What would be your priorities for a congregation? What is important for you?
 - Congregation:
 - The first priority for a congregation in the grand scheme of things is to know God and to make Him known. Discipleship, Apologetics, Evangelism, and Church Growth all flow from this goal.
 - Discipleship is the process of getting to know and learning how to follow God and a big piece of that is teaching. The goal is to teach not just for information, but for transformation and life application. "Knowledge makes arrogant, but love edifies." (I Cor. 8:1, NASB95). Out of good solid biblical teaching flows all the other spiritual

disciplines and use of spiritual gifts. It's through teaching and discipleship that spiritual growth, sanctification, and application flow, by the power of the Holy Spirit. A sub-point on this is that one of the purposes of leadership is to equip the saints for the works of service. Part of discipleship is equipping the church to go and be the church. Sunday mornings are like practices, and Bible studies are the holy huddles in the middle of the game so that you can learn and game plan how to defeat the opposition. But the coach is not the one on the gridiron. The coach gets the team ready to do battle against the opponent. All Christian Education falls into this mindset.

- Apologetics is the next step where you learn how to defend your faith. You learn how to give a response to those who ask you about the hope within you. Although we believe in faith, faith is the evidence of things unseen. Ours is not blind faith, but an informed faith, and learning how to defend and explain your faith is what apologetics is all about. It helps you explain what and why you believe what you do.
- Thirdly, evangelism flows out of both those. When we are taught correctly so as to be able to explain what Christ has done, we share the hope we have with others. Sometimes evangelism occurs reactively in response to someone questioning us about our faith and sometimes evangelism occurs proactively through purposefully sharing with others about who Jesus is and what He has done for us. The most important thing to remember is that we are truly just messengers. God is the one who regenerates and saves. Sometimes we feel guilty if no one gets saved after we share, but as Paul said, some plant, some water, but God gives the growth (I Corinthians 3:5-9).
- Finally, church growth follows. As people are equipped to minister to the lost and share the Gospel with them, by God's grace people get saved and then are encouraged to get plugged into the local church. As this occurs the cycle starts from the beginning with these new believers, teaching, discipleship, apologetics, and evangelism occurs.
- Secondly, the family that prays together stays together. I believe that prayer and praise meetings outside of Sunday mornings are important. At least once a month, like a Friday night, gathering specifically for prayer and praise. And a weekly prayer meeting to pray for the needs of the church and community is vital. Our souls are knit together through prayer and song.

- Finally, the family that plays together stays together as well. I already love the fact that you have fellowship things scheduled every month. It is so important to spend time together building relationships with one another. But, in addition to hanging out together for social functions, I have seen great benefits in doing ministry together as well. Whether it's a church spring clean-up day or getting a group together to help fix a neighbors fence, or cutting wood for the elderly, work parties also bring people together as well.
 - For Me:
 - Men's Ministry is a priority for me. Both for encouragement and exhortation. I need good men around me to help me. I need good men around me to help keep me accountable. I also believe good godly men are a requirement in the proper functioning of a church.
 - Ongoing education, spiritual retreats, and conferences
 - To get to know the people in the church. fellowship time, doing things together, relationship building
- What accomplishments have you had in your ministry?
 - I'll keep these to the church I am currently at and with the acknowledgment that this has all been by God's grace and strength.
 - Started up a youth ministry from scratch with the help of the pastor from the other main church in town. Turned it over to our part-time youth director about 10 years ago.
 - I started up the junior high VBS program. Concerns with junior highers being more of a hindrance than helpers for elementary. So started up something especially for them. That way when they went into high school they were more ready to be helpers for the elementary program. It has been wildly successful over the years. All the elementary kids can't wait until they get to be in the junior high program. Every year we have some first time commitments to Christ and several recommitments.
 - Started up a men's group. Although it has taken different iterations over the last 10 years, it began as a result of 4 men and 2 youth from church going to see the movie "Courageous." We were talking about the movie the following Sunday and said, "We should start something similar and why wait, let's just do it." A couple of others listening in asked if they could come, which we said, of course. That next day, Monday, there were seven or eight guys there and the rest is history.
 - We put together one of the first mission trips the church has ever taken as a group. In the past, individuals might have gone, but we have taken a group from the church down to San Felipe about every third year. As a result, there have been a couple of other teams that have gone without me as well in between the times I have gone. We were also beginning to plan a trip to Tanzania to minister with one of our missionaries, we support when for various reasons, it fell apart. We have also recently made a connection to a church that ministers on the Yakama Indian

- Reservation and have started to support them with plans on taking a summer team there probably next summer.
- Transitioned the junior high Confirmation program into a junior high discipleship program.
 - Have shifted the church away from infant baptism to a believer's baptism and recently purchased a portable baptistry for the sanctuary in which we have now done three baptisms, with plans on a couple more coming up.
 - Transitioning the leadership team from one of some people being on the Board who never went to church or were not very involved, and some who I don't even know if they are saved, to one of having standards closer to Timothy and Titus for qualifications to be in leadership positions. This is still a huge work in progress. The initial Board also argued, argued, argued sometimes even shouting at each other and walking out of meetings rather than stopping to pray about it, and dealing with disagreements in a biblical manner. The current Board may have disagreements, but now, if voted down, walk away friends and in support of one another. Many times the comment made is, "I disagree, but if the Board decides differently, I'll follow along."
 - I am also highly sought after for speaking engagements both locally and in nearby communities, like chapel services and school retreats at a nearby Christian School, as well as speaking at hospital continuing education seminars regarding ministering to the spiritual needs of residents, and being the speaker at numerous Memorial and Veterans Day services over the years.
- What do you appreciate most about your current situation?
 - I have a personal connection with almost everyone in our church.
 - The church from the beginning said that they needed to change and get younger. The average age at the time was about 70. They have been true to their word and have allowed me to experiment and change our church culture where we have gotten much younger and new families are joining the church each year.
 - The trust and freedom I still have to minister as God leads.
 - The church is in a financially stable position with no debt.
 - What do you wish you could change or institute in your present church?
 - This is still a work in progress, but I am working on transitioning to a plurality of elders system of church governance, with men as the elders. In addition, I'm trying to get leadership a little more supportive of church functions and activities. They all think an idea or function is a good idea, but too few are there to support it in attendance. In connection with this, I wish we had more people commit to coming to Sunday School and step up to volunteer in the different ministries we have or are wanting to start, all of which is partly a result of the next point.
 - I wish people weren't so busy with the local school activities. The local school is akin to God here and school activities and functions are held at a higher priority than the church. Our ministerial association over the

years has written letters to the school Board requesting them not to plan sporting and extra-curricular events on Wed. nights, or other special church holidays. Although the decision to participate in those school events are up to the parents to help their kids balance church and school, most parents, unfortunately, choose school events, or even club sports like AAU which have out of town tournaments over the weekends, which of course pulls families from attendance on Sunday mornings.

- I would love to start either an AWANA program or something similar for the elementary kids.
- Describe your worst experience in ministry and how you dealt with it.
 - Wow, tough one to answer, I've probably had five that are really close to each other, but I'll give you the top two.
 - 1) We had to take a member through the church discipline process due to a divisive spirit. Long story, but in the end, he decided to remove himself from membership rather than submit to church leadership. We also had a leader in the church remove himself from membership due to some similar issues shortly after.
 - 2) The other main church in town lost their pastor due to a harvest accident. He was a pillar in the community, a close confidant of mine, a friend, and a ministry partner. In some ways, we had become like two peas in a pod. Much of the youth ministry start-up we spearheaded together. It was horrible for the town and myself. We held a community-wide gathering on the football field a few days after his tragic death with literally the whole town turning out. The ministerial association hosted it and I led it. The ministerial association, per family request and their church's support, put together the Memorial Service. I then became the glue for many years after helping the community work through the grieving process and being a pastor to their church over the years helping them through it and the transition process to finding a new pastor. During that time of transition, two of the other ministers in town left for other churches, essentially removing my closest friends and ministerial support from the town. It's the closest I've ever felt to being abandoned and betrayed. I told people over the years that if God would so bless the five of us working together at that time to stay together until the Lord returned, I'd be the happiest pastor ever. I've never had, nor seen such a support network between ministers or churches ever. Quite honestly, I'm still personally dealing with the fallout of all that. But God reminds me, that He has not abandoned me, and He still has a plan in place for all of it.
- Explain your position on sexuality and the role of men/women in the church.
 - I believe that God created humans male and female and that one cannot choose their own gender. I believe that marriage is exclusively between a man and a woman. I do believe there is some gender dysphoria out there and same-sex attraction issues, but with proper biblical counseling, they can be worked through. I have heard many stories of

- those who were homosexual and came out of that lifestyle and got married to a person of the opposite sex and are happy and fulfilled in that relationship, etc. I have heard of others, who still struggle with it, but have decided to remain abstinent for their entire life. But the church has also ostracized those who struggle with the issues instead of trying to help them through it. But, that is a discussion for another time. I believe abortion is wrong as well.
- In regards to leadership in the church. In general, I believe that God has given the mantle of spiritual authority and headship to the man in both the home and church. I believe that it is God's best for men to be leaders in the church, but there are exceptions. For example, a widow may be in charge of a widows ministry. Or women can lead children's Sunday School classes. I think God has given some women tremendous leadership ability, it just needs to be used in a way God allows. However, I don't think women should be pastors of a church, and only in very rare circumstances should they be an elder. I take a softer approach to women teaching men. The text in Timothy about not permitting a woman to teach a man, in my study, seems to be in the context of a marriage relationship. In other words, a wife should not teach her husband, rather than being a prohibition against women teaching men in general. But again, a greater discussion for another time, and I'm not dogmatic on that either.
 - What adjustments (if any) do you expect to make to accommodate ministry if you were to become the pastor at Lighthouse Fellowship?
 - This is a tough question to answer. Not sure if you mean changes that I need to make personally or things I'd like to change about Lighthouse Fellowship. Generally, you are taught that you take the first year and evaluate before you change anything. Other than the comments above, including a re-emphasis on good time management, I think I'd like to see a local men's ministry out of the church. One where we meet weekly instead of monthly maybe. I love drama ministry and would consider starting one up. Monthly prayer and praise. Just some ideas. You guys already have a great breadth of ministry.
 - What hobbies/interests do you have that would help you to connect with people in our congregation as well as our community?
 - I have gone hunting (but have still not gotten my first deer). I've been trapshooting a few times and enjoy it, but haven't had time to pursue it. I like to fish. I am an avid sports guy. I love to play just about any sport but excel at basketball. I am pretty good at softball, football, and volleyball. That being said, I am getting older and my body is starting to wear down. A few recent injuries keep me low-key and less competitive now. I am also the current head junior high track coach, and head girls JH basketball coach. I stay up on a lot of sports news - primarily Seahawks, Mariners, and Gonzaga (all my local teams). I stay informed on politics, but really don't like talking a lot about it. I love drama and would start a drama club in a heartbeat. I sing, write music, and play the

guitar and piano. I give guitar and piano lessons. We love taking care of our animals and planting plants. We raise Nigerian Dwarf goats and milk them. We raise chickens for eggs and meat.. We have processed our own chickens. I drive truck for harvest. I like woodworking and have built many different things over the years. I like working on cars and doing mechanics, but don't have much time for it either. I love camping and going to National and State Parks. There's little I don't have some interest in. I'm always ready to learn something or try something new.

• How involved does your wife expect to be in the ministry?

- My wife is a great behind-the-scenes supporter. She is a great Bible study leader, but it is not her cup of tea. She has done it out of necessity before, but it is not in her comfort zone. She is a great planner and organizer. She does really good with one on one counseling women-type stuff, she is a prayer warrior and has a heart of worship. She has sung on the worship team, and in our previous church led the worship team for a season. She's pretty involved in our current prayer ministry as well. So she's one of those that are highly involved in church and people, but not in obvious or out front ways. Her involvement is very subtle. She also knows her first priority is home and family. So being a wife and mother does take precedence over her planning an event or leading a ministry.

• Are you Calvinist or Arminian?

- This is a loaded question and one better discussed in person, I would not want to give the wrong impression of where I stand.
- That being said, I wouldn't consider myself either. Rather than lumping myself into a theological box, I prefer to say that I am a biblical theologian. I believe what the Bible teaches and use Scripture to back up Scripture. Although there are great benefits to systematic theology, there are also problems, like forcing Scripture to fit into one's framework rather than letting Scripture speak for itself.
- I'm also theologically honest. I don't have a problem with saying, "Now that is a good question, and Lord willing He'll explain that apparent paradox when we get to Heaven. We know God is Sovereign and we know God has given us some semblance of free will, so how those two work out in the grand scheme of things is beyond what these feeble brains can comprehend. They are two parallel rails of a railroad track that will always run side by side, but never intersect." I have more on this, but maybe for another time. In fact, someday I hope to write a book called, "Our Paradoxical God".
- Now to answer the question more directly. I do consider myself of Reformed background, but not a Calvinist. I joke that my T.U.L.I.P. is missing a few petals.
- Against Calvinism, I do not believe that God has ordained people to hell, the double predestination issue. As sinners, we are totally depraved and need God's intervention or we will just continue down the path of our own depravity. Romans 1:18ff makes it clear that God gives the wicked slowly

over to depravity. He doesn't force them to reject Him, they do that on their own, and as God removes His hand of grace from their lives, they of their own free will continue of their own volition deeper and deeper into depravity. In some ways, we send ourselves to hell by the rejection of God.

- I don't believe we can thwart God's will, but at the same time, I think we can resist His grace. I teach that there are two Greek words for God's will, Thelema, and Boulema. Boulema is nuanced to refer to intention and purpose, but not necessarily the accomplishment of. For example: 2 Peter 3:9 says God wills or desires that not all perish, but all come to repentance, but we know not everyone will come to repentance, therefore, God's will or desire here is not fulfilled. I call this his permissive will. Within His permissive will, he permits man the freedom to choose His will or not. Thelema is a stronger term that carries the execution of His desire and I call that His perfect will. Philippians 2:13 might be a good example. God's perfect will is that you obey Him, and He works within you so that you will desire to work for His good pleasure. In other words, it will be done by His grace and through His strength.
 - Obviously I could go on and on breaking down the whole T.U.L.I.P. But that's enough for now.
 - I disagree with Arminianism which believes we have enough good within ourselves to choose God. Scripture makes it clear that there is no one righteous, no not one (Romans 3:9-18) And unless God removes the blinders off our eyes that Satan has put there (2 Cor. 4:3-4), the gospel remains veiled to the unbeliever so that they can't see the light of the gospel in the glory of Christ, and so due to their depravity, will continue to choose to reject God.
 - I also disagree that we can lose our salvation. Scripture seems to point to a *possibility* that we can turn away and reject what we have received, thus "losing our salvation", but that would have to end up being a **total** rejection and **denial** of Jesus Christ. (Hebrews 6:4-6; Matthew 10:33; Mark 3:28-29; Luke 12:8-10). At this point, though, you have to ask if that person was ever truly saved in the first place. There are plenty more verses that point to our salvation being secure. The foremost is John 10:27-29. No one, including ourselves, can snatch us out of Jesus', or the Father's hand. And Philippians 1:6 gives us a promise that the good work God begins in us (after salvation, the conforming of our character into the image of Christ) will be matured and perfected until Jesus comes again. And of course "the golden chain" of Romans 8:28-30 implies the final product of the process ends up with our glorification making it sound like it's a done deal. Coupled with Ephesians 1:13-14, at salvation we are sealed with the Holy Spirit which GUARANTEES our inheritance. Now the devil's advocate...maybe it's guaranteed unless we rip off the seal and throw it away?
 - Again, I could go on, but will stop here.
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- Do you have any questions about the Lighthouse Fellowship?

- What is your church's stance on the Gifts of the Spirit, more specifically the gifts found in I Corinthians 12?
- What is your preferred translation of the Bible as a church?
- How many other churches are in the area, and of what denominational affiliation are they?
- How do you determine who are members of your church and what is your total membership?
- I know not all who attend church on a regular basis are members, but how many total people attend on an average Sunday? How many of those are non-members?
- What is the max. capacity of your present sanctuary? A common number used that prohibits church numerical growth is that your church will never exceed about 80% of capacity. You will plateau at that number. The theory is that if you are at 80% you need to add a second service or enlarge the facility. That being said, I believe spiritual growth is always more important than numerical growth.
- I see you have a paid janitor, is there a paid/volunteer secretary or office manager?
- Under your elders, what does the rest of your church structure look like? i.e. boards, committees, ministry teams, what does the accountability flow chart look like?
- Finally, the financial aspect of the position. What does the salary and benefits package look like? Sick time, vacation time, time off for pastoral retreats, conferences, seminars, etc. mileage reimbursements, continuing education funds and book, cell phone, and computer stipends. Eye, Dental, and Health benefits. Things like that.

This was a very thought-provoking and good exercise for me personally. It took some prayer, reflection, evaluation, and honesty to answer. Even if things don't work out between the two of us, this has been extremely beneficial even with where I am at and Heritage Church is at the present.