



PURPOSE CHURCH



# TOWN HALL

PASTOR GLENN'S  
RETIREMENT

SUNDAY, JUNE 2, 2024 | WORSHIP CENTER

## PASTOR GLENN

Dear Purpose Church Family,

As Kimberly and I reflect on what was on our hearts and minds 31 years ago when we were called to serve as your Lead Pastor and Lead Pastor's wife, there was no way we could ever have imagined what we would see God do in our lives and our church. Ephesians 3:20 says, *Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.* We stand amazed at all that God has allowed us to experience while serving as your pastor from our first day until now.

And now as we are experiencing this chapter of transition, we stand amazed again at the way you have responded! We love you and we are honored to go through this time of change together with God's help! I do not believe that these next four months are a time to take a step back from the work that God has called us to while waiting for the leadership relay handoff to take place, rather these next months could very well be our most exciting and effective season of ministry as we continue to build the church and reach the lost! I look forward to my remaining sermons as great opportunities to set the future course of Purpose Church and to launch us into God's glorious plan and purpose for the next 154 years!

May the Lord bless and keep us all, as we journey through this next chapter together!



Gunderson family  
leaving New York to come  
to Purpose Church in 1993

## PASTOR ERIC

Dear Purpose Church Family,

I love Purpose Church! Serving with Pastor Glenn, Pastor Gregg, and the rest of our incredible staff and volunteers these past almost 11 years has been a dream come true. It was clear to my wife Sarah and me back in July of 2013 that God was calling us to this amazing church, and we sense now that He is leading us to begin this process with you all in discerning if God is calling me to be the next Lead Pastor of Purpose Church.

I am honored to be considered and humbled by the opportunity. I can honestly say the thing I want, and am praying for more than anything else, is that God would give you all clarity and confidence regarding who He is calling to be the next Lead Pastor of this historic church.

God has done great things these past 154 years through our church and I believe He is only just getting started! I believe God will bless and use every church that is dependent upon the Holy Spirit (Acts 1:4-8), committed to the Gospel (Acts 2:22-24, 36-38), passionate about reaching the lost, discipling the found, and caring for those in need (Acts 2:39-41)! Our vision to see everyone everywhere following Jesus is not just for our church, but it is my life's goal!



Holmstrom family  
Easter 2024

# HOW DO WE GET FROM HERE TO THERE?

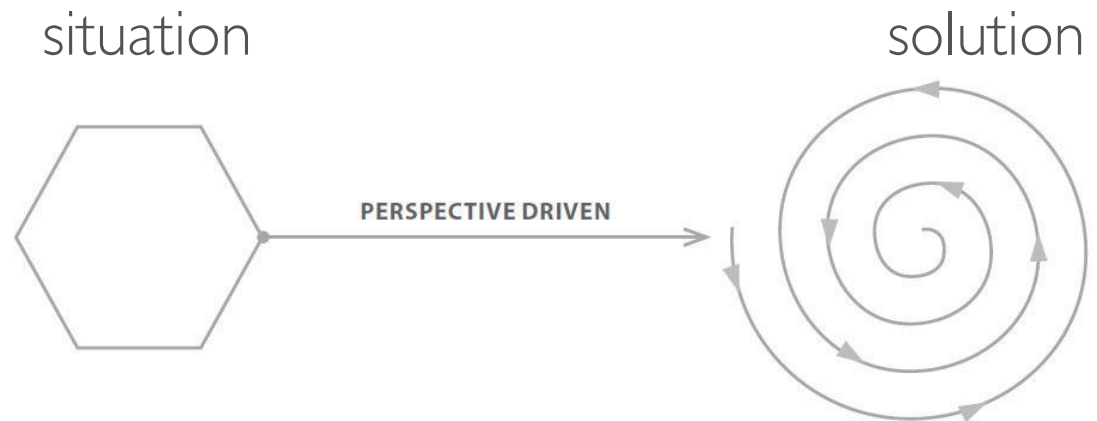
**MOST COMMON**

LEAST EFFECTIVE



**LESS COMMON**

MORE EFFECTIVE



# PURPOSE CHURCH CONSTITUTION AND BYLAWS

## ARTICLE XV

### CALLING A LEAD PASTOR

#### Section 1. LEAD PASTOR SELECTION

**Interim Lead Pastor Selection.** When there is a vacancy in the Lead Pastor position, an interim Lead Pastor may be selected and approved by the Board of Trustees and serve until released by the Board of Trustees or a permanent Lead Pastor has been chosen. The interim Lead Pastor may be selected from inside or outside the church. The interim Lead Pastor will not be a candidate for the permanent Lead Pastor position and will work to prepare the church for the new Lead Pastor. The interim Lead Pastor may hire and dismiss staff only upon the approval of the Board of Trustees.

If the Board of Trustees chooses to not select an interim Lead Pastor, an interim leadership team may be appointed by the Board of Trustees to provide guidance and direction during the interim period. The team shall be responsible for securing speakers for worship services, for overseeing the ministries of the church, and for ministerial services that would normally be overseen or provided for by the Lead Pastor.

**Church Assessment.** The Board of Trustees shall commission the creation of a church assessment and the development of a Lead Pastor profile and job description.

**Appointment of Search Committee.** The Board of Trustees shall appoint the members of the Pastoral Search Committee. A departing Lead Pastor cannot serve on the Search Committee. The members of the Pastoral Search Committee shall consist of at least one member from the Board of Trustees, Deacon Service Team, Global Missions Advisory Team, and two church staff, one of whom is a pastor. The rest

of the members may be selected from these groups and other members of the congregation in good standing. No member of the Search Committee may be a candidate for the position. The trustees also shall choose the chair of the Pastoral Search Committee. All members of the Pastoral Search Committee will serve until a Lead Pastor is called. A minimum of seven (7) members shall be required and no more than eleven (11) members is recommended.

Candidates for the Lead Pastor position may come from the current pastors of the church, from persons suggested by members of the congregation, Transformation Ministries, and other ministry networks.

#### Section 2. CALLING A PASTOR

The calling of a Lead Pastor shall come before the church at a business meeting; notice of such meeting and its purpose shall be announced to the congregation on two preceding Sundays and communicated to the membership via U.S. mail. Only one candidate shall be presented at a time. A ( $\frac{2}{3}$ ) two-thirds vote, by ballot, of all Voting Members present and voting shall be necessary to extend a call. The quorum shall be no fewer than one hundred (100) Voting Members duly qualified and present. In the event the church has fewer than two hundred (200) Voting Members, the quorum would be 50% of the Voting Membership.

The Lead Pastor shall be called for an indefinite period of time. The relationship between the pastor and church may be dissolved by mutual consent after reasonable notice.

# SUCCESSION PLANNING COACHES/CONSULTANTS



**GEORGE BEARDSLEY**

Pastor George Beardsley was blessed to be born and raised in the High Desert. After graduating from Hesperia Christian School, he attended Biola University and received an undergraduate degree in Business Administration.

After years of work in the business world and serving as a lay leader in local churches, George recognized God's call into vocational ministry. He attended the International School of Theology eventually receiving a Master's degree in Christian Ministry.

George is the Executive Pastor at High Desert Church where he served alongside Tom Mercer for almost 38 years. He also serves on the boards of Transformation Ministries (now Aspire), Trademark Camping, and The Oikos Movement. He has had the privilege to coach church boards and church leaders toward the goal of healthy church cultures that encourage believers to impact their worlds for Christ. George led HDC's search to replace a legacy pastor and has since coached other churches in their search for their new senior leader.

George has been married for 36 years to his wife Cassie, and they have raised three beautiful daughters. Their daughters are all married and George and Cassie are very busy with six grandkids.



**SCOTT HITZEL**

Pastor Scott Hitzel is the Vice President at The Paterson Center where he is committed to helping people and organizations grow into their fullest potential and purposeful impact through their two iconic product offerings: StratOp® and LifePlan®.

The Paterson StratOp® process has helped thousands of teams, from startups to Fortune 500 enterprises, from church plants to mega-churches, and from fledgling nonprofits to international movements. And the Paterson LifePlan® process has helped tens of thousands of people discover their life purpose, uncovering who they were designed to be and inspiring lives marked by deep meaning and impact.

Equipped with a Masters in Organizational Leadership from Biola University, seminary training at Cairn University in Philadelphia, certification from Cornell University, and 25+ years of building leaders and organizations, Scott believes in a brighter future and our ability to build it together.

Scott spent over 10 years in senior level executive leadership in two thriving So Cal churches, and another decade at Saddleback Church where Rick Warren commissioned Scott as the pioneer within their multi-site movement.

He is a lover of Jesus, the local church, cycling, hiking, and quality time with family and friends. Scott and his wife, Lisa, have been married 28 years and are raising identical twins while living in Pasadena.

# BOARD OF TRUSTEES

## ARTICLE XI

The Board of Trustees shall consist of the Trustee Chair, Vice Chair, Treasurer, Secretary, Lead Pastor, Chief Business Officer of the church, and at least nine (9) elected members at-large. The Trustee Chair, Vice Chair, Treasurer, Secretary, and members at-large will be elected by the congregation to serve as Trustees for a maximum term of three-years.

The Board of Trustees is directly accountable to the Membership and is charged by the Membership with providing overall fiduciary leadership of the corporation and advising on the spiritual well-being, ministry, and business of the church. In fulfilling its role, the Board of Trustees shall:

- a. Approve an annual budget in advance of it being presented to the Membership for ratification.
- b. Monitor progress in meeting the ministry and financial goals of the church and take corrective action, as necessary.
- c. Be responsible for approving all personnel policies of the church and ensuring that they are in accordance with applicable law.
- d. Establish church-wide policy and procedures.
- e. Be legally responsible for the business affairs of the church as the Board of Trustees, except for those affairs delegated to the Membership by this document.
- f. At such a time as necessary, approve the members of the Search Committee for selecting a Lead Pastor as outlined in Article XIII.

## OFFICERS

### TIM STAPLETON - CHAIR

See pg. 14 - Search Committee

### TALITHIA WILLIAMS - TREASURER

See pg. 14 - Search Committee



### PAUL BROADUS - VICE CHAIR

Paul has been attending Purpose Church since 2014 and has served as Trustee Chair, was previously on the Missions Board, has headed up Operation Christmas Child, and sings in the choir. He is married to Ronda Broadus, Director of Purpose Church's Senior Adult ministry. Together, they have four adult children and two granddaughters. He served as a missionary in Zambia for two years, then completed a Master's degree in Theology and Marriage and Family Therapy at Fuller Seminary. He has spent his career as a Vocational Rehabilitation Counselor and maintains a private practice in Claremont.



### SARAH DYKEMA - SECRETARY

Sarah, her husband Jeff, their two boys Arie, Alan and Sarah's parents Jerry and Carolyn Kitchel, have all been attending Purpose since Fall 2019. Previously, Sarah was a Children's Pastor for 5 years, working with her mom Carolyn Kitchel who wrote weekly curriculum for K-5th grades. Carolyn now writes curriculum for Purpose Kids. Sarah's passion is Women's Ministry, where she now leads the Purpose Thursday Women's Bible Study. Sarah & Jeff have been running their own local real estate business for the past 8 years. They spend their summers on the shore of Lake Charlevoix, in north Michigan. The two are also involved in Chosen, the Purpose ministry for foster care and adoption, as both their boys were adopted through foster care.

# TRUSTEES



**CURTIS THOMPSON**

Curtis began attending Purpose Church in 2017. He retired from law enforcement and is currently serving as an adjunct professor at Azusa Pacific University in their Criminal Justice Department. Curtis earned a Masters Degree in Executive Leadership. He and his wife Vaneta have been married 36 years, have two adult daughters and live in San Dimas. Curtis serves in the Worship Arts Department. He served as a Trustee and as our Moderator in 2020 and describes the experience as “Challenging at times but wonderful!” Curtis feels called to speak into the behind the scenes issues which allow the church to continue to serve our community.



**JONATHAN LAMBERT**

Jonathan and his wife Shannon have been involved at Purpose Church for about 15 years. They are a part of the Catalyst Sunday morning Life Group and Jonathan is involved in a Men’s Wednesday night group and the monthly Warrior breakfasts. All three of their children - Elijah, Faye and Gianna - have been dedicated at Purpose and are involved in the children’s ministry and Awana. Jonathan has served at Purpose by helping decorate for Christmas and as a member of the Global Missions Advisory Team. He helps run their family business which has been open for 19 years.



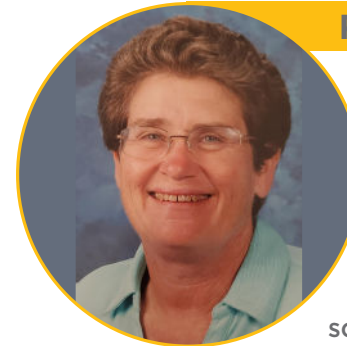
**MICHAEL LANDA**

Michael, with his wife Laura of 30 years, and his two children, Ethan and Lauren, have been attending Purpose Church since 2018. Michael is currently the Executive Vice President of Business Development for a claims administrator and has been with this organization since 2009. He has served as a Deacon and as a Trustee the past three years. He enjoys running, working out, playing golf and being with his family. The Landa family lives in Claremont, California.



**RON BOLDING**

Ronald and Eliza Bolding have attended Purpose Church since 2007. They live in Claremont and have two adult sons and two teenage grandkids. Ron is currently the Chief Executive Officer of a local nonprofit retirement community. Ron has previously served on the Board of Trustees. He and Eliza have served as ushers and Marriage Mentors at Purpose and are members of the Coram Deo Sunday morning class.



**RENEE EDWARDS**

Renee has attended Purpose Church since 1987. In the early years, she served in the Television ministry and on the Celebration Arts Board. She has been a member of the Deacon Board, Advisory Board and even sang in the choir. Renee has recently retired from 34 years of service as a teacher, coach, counselor, and administrator in the public schools. During the height of the pandemic, she was her mom’s full-time caregiver until her recent passing. Renee currently resides in Rialto and is the aunt of a niece, three nephews, and six great nieces and nephews.

# TRUSTEES

## MELISSA LEOPOLD



Melissa started attending Purpose Church in 2005. She retired from elementary school teaching and currently works for the School of Education at the University of Redlands supervising new teachers. She and her husband Mark have been married for 23 years, have one adult daughter, and live in Upland. Melissa and Mark currently serve in our Marriage Ministry facilitating the Pre-Marriage class. They have served as Marriage Mentors, Deacons for Purpose Claremont, Easter baptism team, and Journey to Bethlehem team. Melissa served on the Board of Trustees this past year with a grateful heart for the ministries of Purpose Church.

## MARK WATSON



Mark, his wife Jennifer, and two sons, Luke and Andrew, have attended Purpose Church since 2016 and immediately felt at home. Mark and Jennifer led a pre-marriage group and have served in HSM, hosting many get togethers, swim parties and student ministry events. Their sons were active in High School Ministry (HSM) leadership and they count it as an incredible blessing that they still attend and worship as young adults. Mark graduated from the University of La Verne with a Bachelor's degree in Psychology. After a stint in minor league professional golf, Mark pursued a career in telecommunications and for 20 years has served with one of the nation's largest healthcare providers. The Watsons live in Glendora, love to travel and spend time as a family. Mark enjoys the outdoors, hunting, fly fishing and golfing anytime he can.

## BRONTE SAUNDERS



Bronte is the third generation of her family at Purpose Church (grandfather: George Grant). Bronte graduated from Azusa Pacific University with a bachelors in Business Management and a minor in Biblical Studies and currently works for Cal Baptist University as the Coordinator of Retention and Re-entry. She married Austin in April 2020 and they welcomed Baby Oliver on August 22, 2023. They now live in Rancho Cucamonga. Bronte serves as a life group leader to Junior girls in HSM. She has also served in Junior High Ministry (JHM), nursery, and Kids Camp. Bronte used to dance competitively and taught for 6 years. She LOVES celebrating all holidays, family, friends and game nights. Bronte believes pink is the best color around.

## JOHN KING



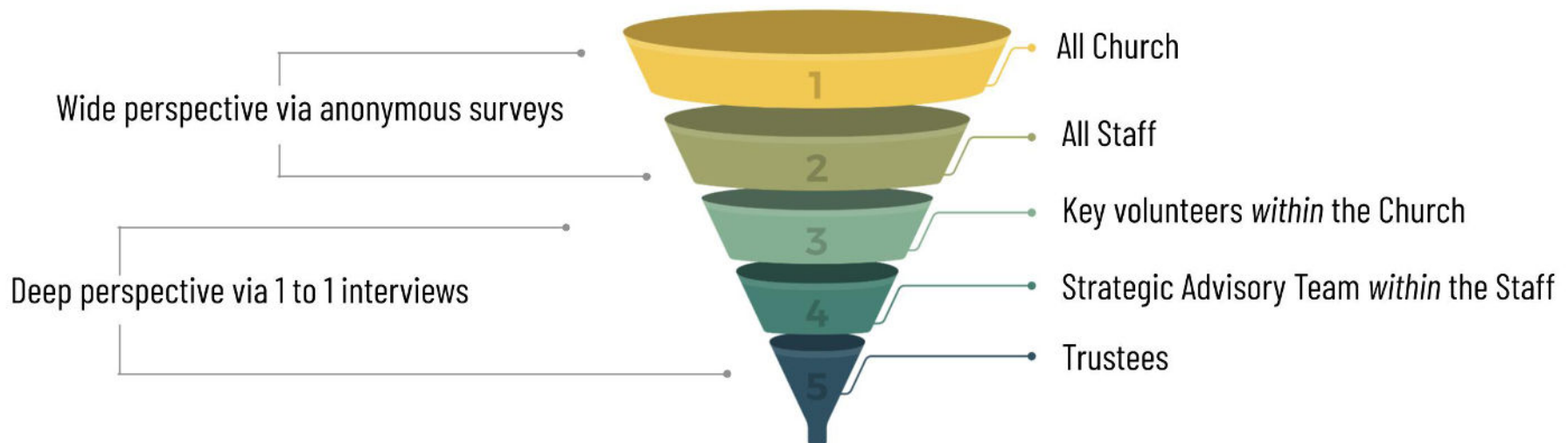
John and his wife Debbie, are long-time residents of Covina where they raised two young adults, Ian and Caitlin. Debbie recently retired from teaching and John has served 20 years as a four-time mayor and member of Covina City Council. His full-time employment is with Southern California Edison for over 29 years. John is a life-long musician and served as an elder and worship leader at his previous church; now serving in the Worship Arts Ministry at Purpose Church. John has held leadership positions with VITAS Hospice, Covina Concert Band and Covina Family Resource Center. He's a cancer survivor (twice!) and has a renewed blessing of life after fighting stage 3 head and neck cancer. He's also a speaker at American Cancer Society Relay for Life events.



# CHURCH ASSESSMENT OVERVIEW

## THE PURPOSE OF THE CHURCH ASSESSMENT

To provide the Trustees with enough **perspective** to determine how to move forward in the process of selecting the next Lead Pastor. This perspective was derived from intentional, anonymous **wide surveys** and **in-depth interviews**.



# SURVEY AND INTERVIEW RESPONSES

The church and staff surveys and the interviews of key volunteers and staff leaders were conducted by our consultant, Scott Hitzel (see page 5). These were conducted in order to gain perspective on (1) the overall health of the church and staff and (2) how to best approach the next steps in selecting the next Lead Pastor for Purpose Church. There were 800 responses to the All Church Survey, 46 responses to the All Staff Survey, 17 Key Volunteer Interviews, and 15 Staff Leader Interviews. From these extensive surveys and intensive interviews, vast amounts of valuable feedback and perspective was gained about the overall health of the church and staff to which our Board of Trustees and Staff Leadership are paying close attention. For the purpose of this document, we are only going to focus on the feedback and perspective gained pertaining to how to best approach the next steps in selecting the next Lead Pastor for Purpose Church.

## ALL CHURCH SURVEY

### THE RESPONSE TO THIS QUESTION ON THE ALL CHURCH SURVEY:

*When the time comes for Glenn's transition, do you believe Purpose Church has a pastor on our current staff that should be considered as the next Lead Pastor?*

- I do believe there is a qualified candidate to consider on Purpose's current staff. **75%**
- I don't believe there is a qualified candidate to consider on Purpose's current staff. **8%**
- I don't know enough to give a good response. **17%**

## ALL STAFF SURVEY

### THE ALL STAFF SURVEYS REVEALED:

- Staff who believe Eric Holmstrom should be the next Lead Pastor. **89%**
- Staff who would be very disappointed if Eric was not the next Lead Pastor. **69%**
- Staff who would reconsider staying at Purpose Church if Eric was not selected as Lead Pastor. **19%**

## KEY VOLUNTEER INTERVIEWS

### THE KEY VOLUNTEER INTERVIEWS REVEALED:

- Key Volunteers who believe Eric should be the next Lead Pastor. **94%**

## STAFF LEADERSHIP INTERVIEWS

### THE STAFF LEADER INTERVIEWS REVEALED:

- Staff Leaders who believe Eric should be the next Lead Pastor. **100%**

# SURVEY AND INTERVIEW RESPONSES

## QUOTES FROM INTERVIEWS

*“Please know I am praying for you all (Trustees) and want to encourage you not to think you are trying to fill Pastor Glenn’s shoes. We need to build on his work for this next generation, so the new lead pastor can not be the Glenn 2.0 version of Glenn - rather someone who will honor and respect the past but move toward the future”*

*“I wasn’t the biggest fan of Eric when he first started preaching in the adult services. To me he was the ‘youth pastor’ who was great with students but didn’t see who he was talking to in the room. Over the past 3 years I have witnessed his transformation and growth and without hesitation think he is the obvious next Lead Pastor for Purpose. He will love even the minority of people who disagree with the transition and I believe he will win them over through his genuine spirit.”*

*“This is less about Eric and more about handling the process well. People aren’t looking for a perfect candidate, they are looking for God’s choice.”*

*“Eric has all the attributes that we want at Purpose. He loves us, and he knows us. He loves scripture and is bold about the Gospel. He loves his family and this staff.”*

*“Eric will only continue to grow in his abilities as a Lead Pastor. I’m sure he will make some mistakes along the way but anyone would — Eric has proven he won’t make the same mistakes twice and has a humble spirit which we love.”*

*“Trust God is using Glenn in this process — don’t underestimate Glenn’s insights on this.”*

*“A lot of time and resources went into preparing Eric for this moment - and he is ready to be a Lead Pastor now, I would not have said that 3 years ago, but today I say it without hesitation.”*

*“This is the healthiest I have seen staff in over 10 years.”*

*“We have worked long and hard for this new momentum and we are excited about seeing a harvest of our labors.”*

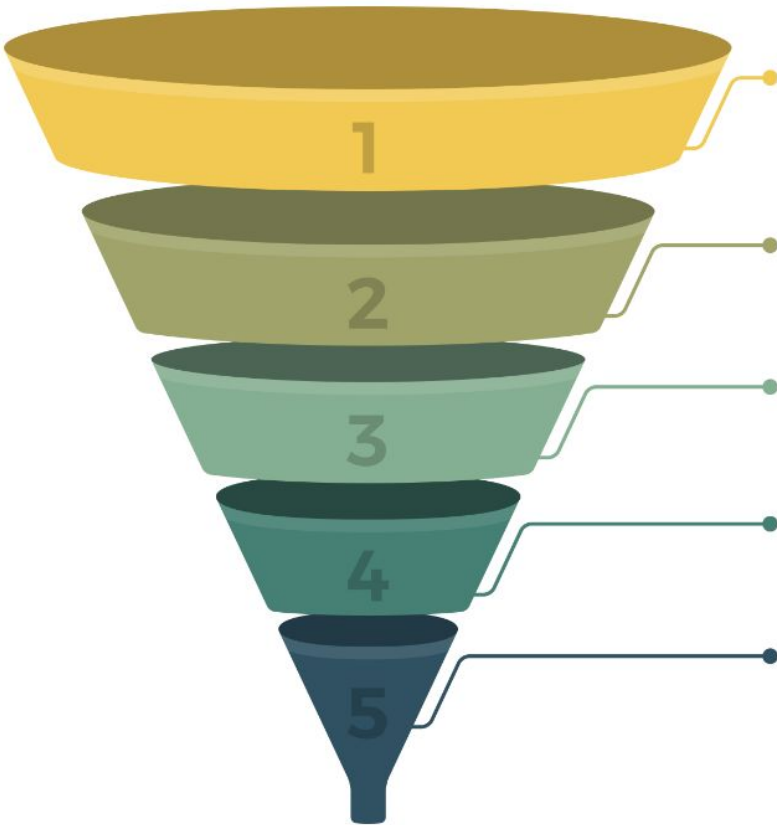
*“Not selecting Eric to be the first candidate would be the emotional equivalent of taking the church through another COVID experience — but we would have chosen it to happen to us this time!”*

*“I was on the Trustees when we hired Glenn. We have to remember who we were and who Glenn was THEN. We were a church about to go bankrupt and Glenn was willing to move across the country and grow with us. We did not even know Glenn beyond the interview process. With Eric we have someone mentored by Glenn, like Paul to Timothy, and we have watched Eric mature into the right person. Eric has attributes that Glenn did not have at the same age, with the advantage of being a part of shaping this current DNA, Eric has had the last few years to be mentored into this role, while keeping Glenn as a mentor in the future.”*

# SURVEY AND INTERVIEW RESPONSES

## SUMMARY OF RESPONSES

This is a summary of the perspective that was provided to the Trustees from all of the surveys and interviews to help them determine how to move forward in the process of selecting the next Lead Pastor for Purpose Church.



**All Church Survey**  
75% move ahead with Eric  
17% undecided

**All Staff Survey**  
89% move ahead with Eric

**Key Volunteers Interviews**  
94% move ahead with Eric

**Staff Leaders Interviews**  
100% move ahead with Eric

**Officers and Trustees**  
Surveys and Interviews  
(see next page)

# TRUSTEE DECISION PROCESS

## TRUSTEE SURVEYS

- All of the trustees received a 44-page detailed report summarizing the responses to the surveys and interviews.
- They were asked to devote a number of hours to prayerfully consider the information provided and complete their own survey.
- Each of the 4 officers had a 1-to-1 interview with Scott Hitzel.
- After completing the surveys and interviews, 100% of the Trustees and Officers responded that they believed they had everything they needed to move forward to a decision.

## TRUSTEE UNANIMOUS DECISION

After careful analysis of all of the surveys and interviews, and much prayerful consideration and deliberation, the Board of Trustees unanimously decided on the following instructions for the Search Committee:

*The Search Committee will be asked to commit to an intense time of 6-10 meetings during the months of April through June to consider all of the information compiled for them and conduct an in-depth process of interviews and assessments with Eric Holmstrom as the sole candidate.*

*Through this process, they are to determine whether they are ready to recommend to the Trustees that Eric should be presented for approval by a vote of the members to be the next Lead Pastor of Purpose Church. At the end of May, they will report to the Trustees if they are ready to make the recommendation, if they need more time, or if they recommend a wider search.*

## THE QUESTION BEFORE THE TRUSTEES

WILL THE SEARCH COMMITTEE BEGIN BY IDENTIFYING EXTERNAL CANDIDATES OR MOVE AHEAD WITH INTERVIEWING ERIC HOLMSTROM?

HERE ARE THE THREE OPTIONS THEY CONSIDERED:

1. Conduct a formal nationwide search. Put energies into attracting other candidates, then add Eric to the list of candidates to be vetted.
2. Move ahead with Eric and the Search Committee in an in-depth process to determine if he should be presented to the church as the next Lead Pastor before doing a wide search.
3. Start an informal search while moving ahead with Eric and the Search Committee.

## ARE THEY JUST “RUBBER STAMPING”?

Feel free to ask any of the Search Committee members this question. The Trustees and Search Committee have already met three times with George Beardsley who is acting as an outside coach through the process. George has much experience with search committees and coaching churches through this process (see page 5). In meeting with the Trustees and Search Committee he has helped develop and implement the following for the interviews:

- Interview Best Practices
- Lead Pastor Job Description
- Extensive Theology Questions
- Desired Qualities for Next Lead Pastor
- Review of Eric and Sarah’s Intensive 5-Day LifePlan Assessment

# SEARCH COMMITTEE

## LEAD PASTOR SEARCH COMMITTEE

The Search Committee is selected by the Board of Trustees. The members of the Pastoral Search Committee consist of at least one member from the Board of Trustees, Deacon Service Team, Global Missions Advisory Team, and two church staff, one of whom is a pastor. The rest of the members may be selected from these groups and other members of the congregation in good standing. The Board of Trustees defines the authority and responsibilities of the Search Committee and the search process to be followed.

## THE 12 SEARCH COMMITTEE MEMBERS

- Various Roles in the church: 4 members of the church leadership boards; 4 staff members, 4 congregants
- Wide Age Range: 4=**25-45**, 4=**45-59**, 4=**60+**
- Various Life Stage: singles, single parents, married without children, married with children, empty nesters
- Mix of ethnicities that reflect our congregation and community
- Congregants of less than 2 years to 30+ years (before Glenn came to be our Lead Pastor)
- People involved in every area of ministry of Purpose Church



**TALITHIA WILLIAMS — TRUSTEE**

### SEARCH COMMITTEE CHAIR

Talithia Williams, Ph.D. is a college mathematics professor, a wife to Donald and a mom to three amazing boys: Josiah, Noah, and Micaiah. She's served on the Trustee Board a previous term and held the role of Moderator. You may recognize her as being one of our most friendly and inviting video announcement hosts. She also sings in the choir and serves as a leader and speaker in our Women's Ministry. She loves the Lord and is excited to serve the church again in the capacities of Trustee Treasurer and Search Committee Chair.



**TIM STAPLETON — TRUSTEE CHAIR**

Tim grew up attending Purpose Church and committed to attending as an adult in 2008. He is married to Mary Joy (MJ) and has two beautiful daughters Kaylee and Johanna. They live in San Dimas. Tim and MJ currently serve as Guest Services leads twice a month. Tim has served 1 year as a deacon and three years on the Board of Trustees (1 year as the Secretary and another as the Chair). Tim works as a Principal Planner for Los Angeles County Planning and holds a Master of Urban and Regional Planning from Cal Poly, Pomona, a Master of Arts in Sociology from Cal State Fullerton, and a Bachelor of Arts in Sociology from Cal Poly, Pomona. Tim returned to the Board of Trustees in 2023 as Vice Chair and now serves as Chair.

# SEARCH COMMITTEE



## SHAM RAMBARAN - STAFF

Sham grew up a Hindu and became the first Christian of his family in Trinidad. He came to APU in 1980 to go into medical missions. He visited Purpose Church on his third Sunday in America and never left. The International Fellowship and Purpose became his family and home. He and his wife Jean met and were married at Purpose and together with their daughter, Jasmine, cannot imagine a better place to call their home church.

Sham currently serves as the Global Missions and Senior Adults Pastor. He was a Deacon during the last Lead Pastor search and a Trustee during Pastor Glenn's first year at Purpose. Being at one church for almost 44 years through three lead pastors, working with Global Missions, and being involved in almost every aspect of ministry gives him a unique perspective.



## TAMIKO CHACON - STAFF

Tamiko has served in ministry for 20 years. After graduating from Fuller Seminary, she got married, and moved to Pomona with her husband, Chris. She began attending Purpose in 2011 after speaking at a conference hosted here on Human Trafficking and was offered a position on staff soon after. She has served in many roles including Justice Ministries, Discipleship & Groups, Guest Services, and Women's Ministry.

Tamiko and Chris have two boys, Christian and Cruz, who are involved in Purpose Kids and Students. As a staff member, she understands some of the unique needs of pastoring an historic (154 year old!) multi-ethnic, multi-lingual, multi-generational church. Her family resided in the city of Pomona for over a decade, and she is well-acquainted with various aspects of our city. She is thankful for the opportunity to play a role in this search process.



## GREGG SVALSTAD - STAFF

Gregg, his wife Laurie and their two children (Caleb and Emma) came to Purpose in 2007. He currently serves as Executive Pastor after serving in leadership of Singles, Marriage, Guest Services, Students, Senior Adults, Rooted, Groups and Discipleship. Working side by side with Pastor Glenn all these years has given him a broad and in-depth perspective on all aspects of the ministry and direction of Purpose Church.

Before coming to Purpose, Gregg served in two churches as High School, Groups, Executive, Associate Lead and Lead Pastor. Gregg brings a unique perspective having experienced four Lead Pastor transitions — as a staff member, an internal candidate, an external candidate and a departing Lead Pastor.



## HALEY NEWMAN - STAFF

Haley started at Purpose Church as an HSM intern while attending APU where she received a Bachelor's Degree in Practical Theology with an emphasis in Intercultural Studies in 2020 and was brought on staff here in 2021. She serves as HSM and Young Adult Coordinator. Before coming to Purpose she was a Kids Ministry Volunteer and Student Ministry Intern at Saddleback Church. She also served as a Church planting Intern 2018 at Real Life Iglesia: Quito, Ecuador.

In 2019, she had a traumatic fall off a 40-foot waterfall that left her paralyzed from the waist down. In the hours she waited for search and rescue to find her, she yelled the most honest prayer of her life; "GOD I NEED YOU." While paralyzed, not knowing whether she would ever walk again, and along her road of recovery, she found a new depth in her faith and new hope in her identity in Christ. If you have not heard her amazing testimony, you can watch it on Youtube.com, search "The Love of A Father - Haley & Matt Newman Testimony."

# SEARCH COMMITTEE



## KAREN JONES — CONGREGANT

Karen is a 4th generation Purpose Church member. Her great-grandfather, a builder in Pomona, served on the building committee for the old sanctuary and participated in the construction. Karen served as a member of the search committee that called Pastor Glenn to Purpose Church 31 years ago. Past service includes

Board of Trustees, Missions, Guest Services, international camps, special needs class, singles, Journey to Bethlehem, choirs, short-term missions, and spiritual grandparenting. Having been involved at Purpose Church her entire life has allowed her to watch, be involved in, and learn from the many successes, changes, and challenges that we have experienced over the years

She received her undergraduate degree in Business Administration from Azusa Pacific University, MBA from Eastern University and holds a certificate in Emotional Intelligence. Karen retired in March of 2024. Her 36-year career was spent as a nonprofit director aiding individuals who have intellectual disabilities to fulfill their dreams in employment and community access/inclusion. Simultaneously she spent 10 years as an adjunct professor at the University of La Verne, and 20 years as an accreditation surveyor with the Commission on Accreditation of Rehabilitation Facilities.



## EUNICE FIGUERAS — GLOBAL MISSIONS

Eunice started at Purpose Church in 1998. She was representing the American Baptist Credit Union at a conference and heard Pastor Glenn and decided to visit the church. Eunice's parents came to the US as refugee from Cuba and she grew up in a very small Spanish church that her parents founded. From the beginning, she found that though it is a large church, she has felt the same connection and love she did at her small church.

When Eunice experienced a difficult divorce a few years later, she felt very supported through the efforts and concern of Pastors Glenn and Sham. She felt that she was disqualified for service because of the divorce, but they made her feel like God still loved her and wanted to use her.

Eunice is currently chair of the Global Missions Advisory Team and leads a small group on Sunday mornings. She has been on the missions board off and on for at least 10 years was on several mission teams: Haiti (2 times), Puerto Rico hurricane clean up, and Reacamodo, Mexico. She also leads a Sunday morning Life Group, and has served as a Rooted leader, translator for Easter services, and at Local Missions community meals.



## RANDY BROWN — DEACON

Randy Brown, his wife Mona, and two boys started attending Purpose Church in 2015. They immediately loved the strong Christ-centered preaching and got connected through their Rooted group that became a Life Group that continues today. He currently serves as a Deacon and a teacher of the Co-Eds Sunday Morning Class.

Randy has a Bachelor's degree in physics from Georgia Tech and a PhD in Atmospheric Science from the University of Washington. He worked as an instructor at the US Navy Nuclear Power School, at JPL, as a part time instructor at several local colleges, and currently teaches extracurricular science and math to students Grades 1-12. At their previous church, he served as a Deacon, Elder, and President of the Corporation. While in leadership, the church went through a Lead Pastor transition. Through that experience he learned about the challenges involved in finding the right candidate and why it is so important that the process be a prayerful one.



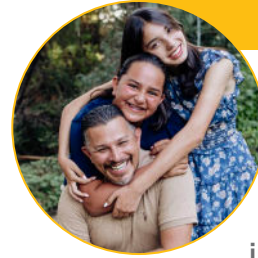
# SEARCH COMMITTEE



## DAVID MILBRANDT — CONGREGANT

Dave and his bride of 25 years, Renee, came to Purpose Church in January of 2010 and have been here ever since because of the solid theology, engaging worship, warmth of the people and strong sense of community. They have served together with Justice Ministries and Guest Services; currently in Marriage, Financial Peace and Gospel & Race ministries. Dave is known as “Crazy Dave” serving at Kids Camp every year. He previously served on the Board of Trustees, including a year as Trustee Chair and took a lead role in the update of the Constitution and Bylaws.

Dave has a master’s degree in political science and attended the Talbot School of Theology and was planning to enter into vocational ministry. He currently teaches government to high school and college students and has worked as a political consultant. He is also a novelist-turned-screenwriter who is adapting one of his stories into a movie.



## DAVID AYALA — CONGREGANT

David came to Purpose Church in 2007 when he moved to Claremont and was invited by neighbors and friends from college. Dave has served as a Trustee and currently serves as an HSM leader. His girls Grace and Zoey are serving in leadership in HSM and JHM. Grace and David went on a missions trip together to Mexico with HSM last summer. They also serve together in Guest Services.

In addition, he serves in a men’s recovery ministry, as a 12-step sponsor. While going through a terrible divorce, he found a 12-step group and was mentored through a discipleship program to recovery. He has also been involved in Juvenile Hall chaplain ministry, Campus Crusade for Christ (CRU) and been on missions trips to Venezuela and India and emergency relief with Samaritans Purse. He is currently a Senior Training Manager in Corporate Building and Systems Engineering at UPS and has learned a lot while conducting hundreds of interviews. He also brings the perspective of someone who was at a megachurch and experienced a transition that was handled poorly.



## DAMARIS GARZA — CONGREGANT

Damaris started attending Purpose Church in 2022 when she moved to Pomona to complete her master’s degree in nursing at Western University of Health Sciences. She drove past every morning and decided to try it out. From the moment she walked through the doors she felt embraced by the warmth and friendliness of the volunteers and pastors. Even with her demanding nursing school schedule, she has jumped in to serve in Purpose Kids, 4th/5th, JHM, and HSM, Young Adults and Guest Services.

Growing up as the daughter of a pastor of a small Spanish-speaking congregation she had only attended one church prior to Purpose. Damaris served alongside her parents in the kids ministry, on the worship team and in student ministry. During her undergraduate years at UCI, she served on the Navigators leadership team, led worship, and attended local and international mission trips. As a pastor’s kid, she brings a unique perspective of the tremendous blessings and challenges that accompany this role, not only for the pastor but for their family as well. And as a daughter of Central American immigrants in South Central Los Angeles, an area that is similar to the demographic and culture of Pomona, she brings a perspective on how to reach the people of this community.

# SEARCH COMMITTEE

## OVERVIEW AND TIMELINE

### **APRIL 9 — ORIENTATION MEETING**

Meeting with George Beardsley to receive instructions from the Trustees, Search Committee best practices, Job Description, Eric's resume and cover letter, and "Most Important Qualities to Look For" as identified by Staff Leadership and Trustees. A list of 12 Key Theological questions was compiled by Pastor Glenn and George Beardsley for Eric to respond to in writing between Interviews 2 and 3.

### **APRIL 16 & 23 — INTERVIEW PREP AND QUESTION DEVELOPMENT**

### **APRIL 22-26 — INTENSIVE LIFE-PLAN EXPERIENCE**

Eric and his wife Sarah completed an intensive LifePlan process with consultant Scott Hitzel. This experience included completing hours of diagnostic tools in advance and then five full days of one-to-one processing with Scott. This process allowed them to ask deep, foundational questions about their identity, vocation and purpose. It also provided valuable insights into their short and long range goals, recognized risks, and strategies to mitigate those risks.

### **APRIL 30 — INTERVIEW #1**

Without prior knowledge, Eric responded to 16 questions that were designed to assess his training, experience, abilities and vision needed in the Lead Pastor position.

### **MAY 6 — INTERVIEW #2**

Eric and Sarah each presented their 12-page summary of the results of their LifePlan. This was followed by both of them responding, without prior knowledge, to 17 questions designed to assess how Eric measured up to the qualities that were identified by the Trustees and Staff Leadership as most important for the next Lead Pastor.

### **MAY 7 — INTERVIEW 1 & 2 DEBRIEF**

The committee did a quick debrief after each interview. In this meeting, they did a deep dive into all of the responses from the first two interviews and Eric's written response to the 12 Key Theological questions in order to identify what follow up or new questions should be included in interview #3.

### **MAY 14 — INTERVIEW 3**

Eric responded, without prior knowledge, to 12 questions that were designed to go deeper in the areas of theology, preaching, discipleship, worship, staff leadership and follow up on questions from the first two interviews.

### **MAY 21 — DECISION MEETING**

Each member of the Search Committee was asked to spend the prior 7 days to prayerfully review and consider every aspect of the process up to this point and to bring a written summary report of their perspective and readiness to make a decision. At the meeting, a secret ballot vote was conducted with three options:

1. I am ready to recommend Eric to be presented to the congregation for a vote to be the next Lead Pastor.
2. I need more information, time or interviews.
3. I cannot recommend presenting Eric for a vote without a wider search to include external candidates.

**The Search Committee voted unanimously to recommend Eric Holmstrom to be presented to the congregation for a vote to be the next Lead Pastor.**

# SEARCH COMMITTEE

## REPORT FROM TALITHIA WILLIAMS — CHAIR

After an extensive and thorough search process, it is with great pleasure that the Search Committee unanimously recommend Eric Holmstrom as the sole candidate for the next Lead Pastor for Purpose Church. The Search Committee, comprised of 12 individuals from various age groups, backgrounds, and experiences with Eric, has agreed that Eric is the ideal candidate for this position.

Throughout the past two months, the Search Committee members dedicated over 250 collective hours to meeting weekly, sometimes twice per week, to develop processes, refine qualities and key attributes for the next Lead Pastor, and conduct in-person interviews. Each member brought their own unique perspective to the process and incorporated valuable feedback, questions, and concerns from those in their individual circles of influence into the interview process.

The Search Committee strongly believes that we have done our due diligence throughout this process and that Eric is the best candidate for the Lead Pastor position. We have been careful and prayerful throughout, and we are confident that Eric's dedication, passion, and alignment with the values of Purpose Church make him the person we need to lead our congregation into the future.

Each of our committee members were honored and humbled to be entrusted with this responsibility. It is with prayerful consideration that we recommend Eric Holmstrom as the Lead Pastor Candidate to our Purpose Church family.

## MAY 28 REPORT TO TRUSTEES

A 33-page Search Committee Report was sent to the Board of Trustees in advance of their May 28 meeting for their review. At the meeting, the Trustees thoroughly reviewed and discussed the report and then took a vote. They voted unanimously to receive and approve the decision of the Search Committee to proceed with a Congregational Business Meeting to vote on calling Eric Holmstrom as the next Lead Pastor of Purpose Church.

## WHO DO I ADDRESS MY QUESTIONS TO?

The desire of the Board of Trustees, Search Committee and Staff Leadership is to be transparent and communicate well throughout this process. We know that you will have questions along the way. Please contact us with any of your questions or concerns.

**Trustees@purposechurch.com**

**SearchCommittee@purposechurch.com**

**Greggs@purposechurch.com**

## MARK YOUR CALENDARS

### ■ WEDNESDAY, JUNE 12 - LEAD PASTOR CONGREGATIONAL MEETING 6:30-7:30PM - WORSHIP CENTER

The Congregational Business Meeting to vote on calling Eric Holmstrom as the next Lead Pastor of Purpose Church will be held on Wednesday, June 12, 6:30-7:30pm in the Worship Center. Everyone is invited to attend this historic meeting, but only those who meet the requirements of Voting Members will be able to vote. Childcare is provided through age 5.

### ■ SEPTEMBER SUNDAY MORNINGS

Each of the Sundays in September is planned to be a special time with Pastor Glenn. You won't want to miss a Sunday!

Sunday, September 8	Glenn's 7 Favorite Movie Clips
Sunday, September 15	Glenn's First Sermon as Lead Pastor
Sunday, September 22	Glenn's Last Sermon as Lead Pastor
Sunday, September 29	Retirement Celebration Sunday

### ■ RETIREMENT EVENTS

Saturday, September 21	Women's Celebration Brunch for Kimberly (10am-12pm)
Sunday, September 22	Retirement Blessings: Honoring the Gundersons (3-5pm)
Saturday, September 28	Men's Warrior Breakfast with Pastor Glenn (8-10am)

Opportunities to register for these events will be available in July.



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