

Synopsis of Meeting of the Official Board on Saturday night, May 28th, with Pastoral Candidate, REv. T. Kenneth Norcross:

General Statistics:

Age 49; family - wife and one college-age son  
Has pastored in London, Ontario, Port Huron, Detroit and Flint, Michigan  
Ordained at 20 years of age.

Stayed in most of his churches for a period of seven years; has been only two years in the present church (Trinity Assembly of God in Flint, Michigan, on the outskirts of the city, church seats 600) as he was asked to go to handle a particular problem or project; he feels this has been handled and it would be better for someone else to come in at this point:

This project was an internal problem with the Jesus People, i.e., their standard of dress, living; they were having services in a barn they built on the church property; there was division between the older people and the Jesus People; in fact, Trinity had two congregations. Bro. Norcross required that they change their mode of dress for the church services. His statement: "I have preached my way out of it and want to get involved in some other areas. They are never going to forget me until Jesus comes!" "There is nothing that we at Trinity are at swords about - I would never allow that."

How he came to consider Highway: "Two years ago your District Superintendent was in Toronto and he inquired if I would be interested in coming to Highway. No-one contacted me and we were very interested in getting my son in a place to finish high school; the Superintendent in Michigan had a project for me to tackle which would take about two years so I consented to do that and took the church about ten hours before you (Highway) contacted me to consider coming in as a candidate. I have been asking about Highway and understood it was going well. Then Bro. Williams preached my Anniversary services and asked if I would give consideration to seeing you people at this time. I prayed about it for the last month or so. It was my relationship with your Superintendent and his concern for your work that has prompted me to be here."

Doctrine:

Thoroughly Pentecostal  
Salvation through repentance  
Baptism with tongues  
Divine healing - prays for the sick every Sunday night  
Second Coming of Christ:

2 phases: the Rapture; Judgment for the Jew

(Note: was questioned here concerning his stand about the requirement of tongues for the Rapture; said he knew of the teaching which was centered in certain areas; Quipped - "It is better to have it than not need it.")

Preaches and practices Missions strongly - goes to the Mission field every two years to visit the missionaries whom the church supports.

His church in Flint has stood the financial expense of these trips. Last year he went to Africa and was the Council speaker in Ghana; has been to Columbia, S. America. (Flint had a Missionary Offering of \$40,000 in 1976 and have set a goal of \$43,000 for 1977)

Youth

Last 3 churches Bro. Norcross has pastored, he has had a Youth Pastor (age 36, married and with a family) This Youth Leader could come to Highway with him. He is not interested in a program that just entertains the youth but one that involves them, particularly in Outreach. If a Youth Pastor cannot be put in immediately, then it must be worked out with the congregation, an outreach program set up and the young people put to work. "Young people have to have something to do. Missions is a very important thing to me - so my young people become missions-oriented. When young people start to work, they have something to live for, to do. You don't develop them in 5 minutes but it is something to work at constantly."

"The Social Program can be good or bad. They have to have it but I don't want it to be the primary thing." Has no objections to soft-ball, etc., but is after them spiritually. His success has been in spiritual involvement. He believes the young people need preaching, praying, learning how to live for Christ, how to serve Him, how to do things for God.

Doesn't mind slacks for social activities but not in the church services where they must dress as becomes the church. "In Flint we have 50 chicken-coop churches (Pentecostal) and the people want to run the church the way they want to....."

Counseling

"A pastor must be careful....if you get to know your congregation intimately, you can't preach to them. I firmly believe that a pastor has to do a certain amount of counseling. But I believe that if the people will attend the church services, Bible Classes and are subject to God by the Holy Spirit, and the Word, 94% of all their problems will be taken care of. I believe that the pulpit ministry, the Sunday School and CA Program will help with the basic problems. You must get back to anointed Pentecostal preaching that brings people to the altar and then God meets most of the needs. There are things that you have to discuss and I believe in that, but Gospel preaching handles most of the problems."

Sunday School Bus Ministry, Children's Churches, etc:

"In Flint we have a limited bus program. I want a balance - I don't want 1200 children and 100 adults. I want a balanced Sunday School and church. You have to adequately teach and look after the children you bring in. If you can get your congregation to do the teaching, okay. Re Children's Churches, we have one in Flint,"

Relocation of the church:

"I have no fear of an actual building program - you will find me a man who is aggressive. You have a parking problem.... you can't expect the young couples to come in so you would have to ask the Lord to help..." In the present church in Flint, people are coming to the church, things are happening, but the people want to stay where they are. Brother Norcross asked the Board if they would have a spirit of faith or a spirit of fear - he said he would be interested in knowing if the Board would go with him if he felt God wanted him to go (move, etc) He believes the church must grow spiritually, financially and numerically.

Tithing - Finance:

"In the church I pastor, I preach that 10% belongs to God; what you give to the Sunday School and Missions is above that. We have a Missionary Budget but it doesn't touch the tithe. We recommend a total giving of 15%. I like to present my budget

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at the annual business meeting. After the budget is passed, we start raising it the following Sunday. (The people who were not at the business meeting, are visited and their commitments obtained) We take 2 or 3 Sundays to raise the budget (by commitment and pledge), then I never mention money again. When we become business-oriented with the finances, we don't have financial problems.

Program:

Wants to see the church get into a PRAYER PROGRAM

Activities for the entire year are planned for on the Saturday after the Annual Business Meeting.

Brother Norcross has lived in his own home for ten years.

Believes there should be a basic pastoral salary and an incentive program for the pastor.