**PRESBYTERIAN CHURCH (U.S.A.) CHURCH LEADERSHIP CONNECTION 100 WITHERSPOON STREET**

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[www.pcusa.org/clc](http://www.pcusa.org/clc)

MINISTRY INFORMATION FORM

Ministry ID 00619 Ministry Name Solana Beach Presbyterian Church Mailing Address 120 Stevens Ave. City Solana Beach State CA Zip Code 92075

Telephone Number 858-509-2580 Fax Number 858-509-2592

Email apnc@solanapres.org Web site https://solanabeach.church

Congregation or OrganizationSize(Select one)

Under 100 members

101 - 250 members

251 - 400 members

401 - 650 members

x 651 - 1000 members

1001 - 1500 members

More than 1500 members

N/A

AverageWorshipAttendance750 (online and in person)

ChurchSchoolAttendance **400**

ChurchSchoolCurriculumOriginal Content

Check if certified as eligible for participation in the Seminary Debt Assistance Program

**Ethnic Composition Of Congregation** *(in whole %):*

*Enter the percentage of each racial ethnic component of your congregation.*

American Indian or Alaska Nativ

2 Asian

1 Black or African American (African Native, Caribbean)

7 Hispanic Latino/Latina, Spanish

Middle Eastern

1 Native Hawaiian or OtherPacificIslander

88 White

1 Other

**Presbytery** SAN DIEGO PRESBYTERY **Synod**  SYNOD OF SOUTHERN CALIFORNIA & HAWAII

CommunityType(selectone)

|  |  |  |
| --- | --- | --- |
| College | Rural | x Suburban |
| Small City | Town | Urban |
| Village  N/A | Recreation | Retirement |

ClerkofSessionContactInformation:

Name Carol Childs Address 663 W. Circle Drive

City Solana Beach State CA Zip Code 92075 Preferred Phone (858) 525-1003 Alternate Phone

E-mail carolchilds3@icloud.com FAX

**You may also specify the position title (if appropriate)** Associate Pastor of Discipleship

EmploymentStatus

x Full Time Part Time Open to Either

Bi-vocational (able to provide employment through outside partnership)

Isthisayokedcongregation? **x** No Yes

(If yes, please complete the Yoked Congregation Detail Form.)

ClergyCouple(Are you open to a clergy couple?) Yes No **\_\_\_x\_\_**

StatementofFaithRequired **x** Yes  No

MissionStatement

**What is your congregation’s or organization’s Mission Statement?**

We are a growing community of fully-devoted followers of Jesus Christ—growing as disciples in our love for God and others.

We **worship** God in community with authenticity, diversity and passion. We **belong** to each other through faith in Jesus and participation in our life together. We **grow** in small groups through transformational relationships, bible study and prayer. We **serve** with uncommon generosity giving our time, spiritual gifts and financial resources. We **impact** the world by demonstrating the kingdom and inviting others to join it.

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500

# NARRATIVE QUESTIONS

*(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)*

1. **What is the congregation’s or organization’s vision for ministry? Additionally describe how this vision is lived out.**

“A growing community” means that our members, friends and neighbors become disciples of Jesus, growing in their love for God and each other as evidenced by growth in personal spiritual practices and core spiritual virtues, beliefs and attitudes, in organized SBPC activities and spiritual activities with others.

We have a unified strategy for worship, serving and relationships that is sustainable and scalable. We have one contemporary style of worship that incorporates the voices and gifts of our congregation. Serving according to our SHAPE (Spiritual gifts, Heartfelt passion, Abilities, Personality and Experience), encourages serving out of God’s grace, not guilt. Local and global mission partnerships and accessible opportunities engage the whole church family in service. We believe that the way we authentically grow in worship as the people of God, serve as the body of Christ, and love one another as the family of God demonstrates the kingdom of God and invites others to follow Jesus.

For almost two decades, sermon-based small groups have been a primary strategy for discipleship that equips lay leadership, engages all ages and stages of faith, and deepens the understanding and application of scripture. High visibility of small groups in our “life together” allows new groups to be formed and existing groups to add members throughout the year. Participation in small groups is about equal to our average worship attendance.

1. **How do you feel called to reach out to address the emerging needs of your community or constituency?**

We are a formational community. We believe adults find their identity, belonging and purpose not in programs, but in discipleship as a journey of transformation. We invite people of all ages and diverse backgrounds on a lifelong journey of becoming like Jesus for the sake of others. The majority of our adults and students are in small groups with an integrated sermon-based curriculum. We believe transformation takes place as we are in relationship with God and each other around God’s word. Thus, we simplify our programs to be on-ramps for transformation.

We are an intergenerational community. Children, students and adults of all ages gather for worship to pass on faith and bless each other. Age-appropriate programming is essential, but we want the whole church family gathered together in meaningful ways. We want to be the best place for the whole family, create natural mentoring relationships and equip parents to be spiritual leaders.

We are a missional community. Our worship, small groups and service equip members and friends to be sent into the places where we work, live, study and play to build relational bridges and invite others to follow Jesus. We demonstrate the love of Christ through outreach, service and local and global partnerships. For four decades we have partnered with our hispanic neighbors to tutor K-12 students through Casa de Amistad, assist in the immigration process through Pathways to Citizenship and integrate Hispanic families into the life of our church.

1. **How will this position help you to reach your vision and mission goals?**

We surveyed our adult congregation to measure spiritual vitality in 2019 and again in 2021 through the Reveal for Church Survey. We discovered that we excelled at serving each other and the world, and at building relationships with one another—more than half of our adults are in small groups. Our challenge was to grow our intimacy with God, rather than engage in more activities for God. In two years, we saw a significant shift in our spiritual vitality and want to continue to move everyone a step closer along the spiritual continuum of discipleship: exploring Christ, growing in Christ, close to Christ, and Christ-centered. This position will enable continued movement along the spiritual continuum of discipleship for individuals, and greater spiritual vitality for our church.

We have established the priority of personal spiritual practices and small groups. We have grown in our understanding of theology (i.e., God as a Personal God, Trinity and Sovereignty of God). A growing edge for discipleship and for this position will be deepening our spiritual friendships both in mentoring and evangelism, inviting greater intimacy with God and one another. Coming out of the COVID pandemic and sheltering in place, there is a great opportunity for pastors and staff to come alongside our congregation as we regather in worship, service and relationships.

1. **Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.**

First and foremost, this person has a personal and growing relationship with Jesus Christ. In addition, this ordained (or soon-to-be ordained) person has pastoral spiritual gifts such as leadership, shepherding, evangelism or encouragement; a heartfelt passion for serving in the church and inviting adults to know Jesus and grow as disciples; the ability to lead change, think theologically and strategically about ministry, collaborate with others, and communicate clearly the good news of Jesus Christ; and a personality that is authentic, mature and relational. This is a Christ-centered leader who is disarmingly humble, models a surrendered life, grows hearts before attendance, and has a passion for intimacy with Jesus.

He or she has experience leading discipleship ministries, overseeing staff, working collaboratively with staff and church leadership, recruiting, and equipping leaders. This person will be a person of integrity and loyalty, reformed theological education, creating a welcoming and safe environment for people with different backgrounds, experiences, and abilities.

1. **For what specific tasks, assignments, and programs areas will this person have responsibility?**

To provide pastoral leadership to develop and implement comprehensive strategies that promote Christ-centered disciples who are growing in their love for God and others, through transformational relationships, Bible study, moving through stages of faith, and prayer.

Lead Discipleship Ministries

* Develop strategies for coordinating and implementing the vision of discipleship.
* Participate with Senior Pastor and Worship Planning Team for vision and content.
* Oversee the Sermon-Based Small Group Ministry, including the development of weekly curriculum and communication with small group leaders.
* Provide leadership training and development for lay leaders, elders, and staff.
* Provide leadership for the New Members Seminar.

Staff Collaboration

* Participate as a pastoral member of the Ministry Leadership Team and Session.
* Lead worship including preaching and administering the sacraments.
* Collaborate with the Ministry Leadership Team for intergenerational serving and worship opportunities.
* Collaborate with Student and Children's Ministries to identify and provide resources for parents.

General

* Preach and lead in worship.
* Serve on Session.
* Supervise support staff.
* Develop and oversee a ministry budget.
* Provide counseling, hospital visitation, officiating of weddings, and memorials as requested.
* Participate in San Diego Presbytery.
* Pastoral care as needed.

# \*LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

|  |  |  |  |
| --- | --- | --- | --- |
| **THEOLOGICAL/SPIRITUAL INTERPRETER** | | | |
|  | **Compassionate –** having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the  organizational goals clearly in focus. |  | **Hopeful** – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity. |
| x | **Preaching and Worship Leadership:** Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence. | x | **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology. |
|  | **Lifelong Learner** – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses. |  | **Teacher** – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context. |
| **COMMUNICATION** | | | |
| x | **Communicator** - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information. |  | **Bilingual** – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication. |
|  | **Public Communicator** - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect. |  | **Media Communicator:** Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.) |
|  | **Technologically Savvy -** the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry. |  |  |

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| **ORGANIZATIONAL LEADERSHIP** | | | |
| x | **Advisor** – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations. |  | **Change Agent** – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission. |
|  | **Contextualization** – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or  organization. |  | **Culturally Proficient** – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings. |
|  | **Externally Aware -** identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society. |  | **Entrepreneurial -** leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage. |
|  | **Risk Taker** – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo. |  | **Task Manager** - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of  outcomes. |
|  | **Willingness to Engage Conflict:** Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation  from others in crafting mutual solutions. |  | **Decision Making:** Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective. |
|  | **Organizational Agility:** Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a  congregation; is politically savvy. | x | **Strategy and Vision:** Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies. |
|  | **Financial Manager** – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive  financial accountability systems. |  | **Funds Developer –** maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives. |
| x | **Collaboration:** Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a  good judge of talent and can accurately assess the |  |  |

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| --- | --- | --- | --- |
|  | strengths and limitations of others. |  |  |
| **INTERPERSONAL ENGAGEMENT** | | | |
| x | **Interpersonal Engagement** - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the  success of outcomes. |  | **Bridge Builder** – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions. |
| x | **Motivator -** Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission  accomplishment. | x | **Personal Resilience:** Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate |
| x | **Initiative:** Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results. |  | **Flexibility -** Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing  focus or attention. |
|  | **Self Differentiation:** Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation;  works to build a strong personal support system. |  |  |

**\*COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere*. Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)

See Effective Salary Definition at Board of Pensions.

Minimum ***Effective*** Salary $ $83,600 Maximum ***Effective*** Salary $89,300

Housing Type Manse

x Housing Allowance

Open To Either (Manse or Housing Allowance)

Not Applicable *(For Non-pastoral Positions Only)*

**\***EQUALEMPLOYMENTOPPORTUNITY

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church “….*as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus.”*

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

\_\_x\_ Yes

\_\_\_\_ No

REFERENCES(Limit3)

**Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.**

Name Frances Lin Address 3707 Udall St., San Diego, CA 92107 Phone Numbers (619) 224-2251 Relation Stated Clerk, Presbytery of San Diego E-mail statedclerk@presbyterysd.org

Name Paul Cunningham Address 7715 Draper Ave., La Jolla, CA 92037 Phone Numbers (858)454-0713 Relation Sr. Pastor, La Jolla Presbyterian Church E-mail paulc@ljpres.org

Name Nancy Harber Address 6148 Jackson Dr., La Mesa, CA 91942 Phone Numbers (619) 460-6105 Relation COM liason E-mail nharber@cox.net

**\***Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search CommitteeChairperson:

Name Mark Power Address 7410 Via de Fortuna

City Carlsbad State CA Zip Code 92009 Preferred Phone (760) 815-1655 Alternate Phone

E-mail Address for PNC Communications (required): mepowersd@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Date

*Signature*

Clerk of Session Date

*Signature*

Presbytery *Date*

*Signature*