



Ministry Information Form

Solo Pastor Position

Ministry ID: 00554

Ministry Name: First Presbyterian Church of Hollywood

Address: 1760 N. Gower Street, Hollywood, CA 90028

Telephone: 323-463-7161

Website: www.fpch.org

Membership: 401-650

Average Worship Attendance: 225

Church School Attendance: 70

Community Type: Urban

Ethnic Composition: 92% white, 3% Asian, 2% black, 1% Hispanic, 0.5% Middle Eastern

Presbytery: Pacific

Synod: S. California and Hawaii

Mission Statement

*We believe God is calling us to be
a praying and worshiping community in the city.
Trusting in God's grace, centered on Jesus Christ,
and equipped by the Holy Spirit,
we desire to proclaim the good news of Christ
with our words and lives.
We want to be a blessing
to our community and the world.*

We are a diverse community following Jesus together in Hollywood, California. We believe that renewing our minds through studying God's word, sharing the gospel, and putting our faith into action helps us to live with an integrity coherent with our faith.

Our heritage is in the *Reformed* tradition, with emphasis on God's sovereignty, salvation by grace alone, the authority of scripture, the centrality of expository biblical preaching, regular gatherings for worship and the celebration of the sacraments, the role of Presbyterian polity in discernment, the priesthood of all believers, and the value of God's wider work in creation, society, and human vocation.

We are an *evangelical* church, not in the current political sense of that word, but in that we embrace the historic marks of evangelicalism:

- We emphasize the need for a personal saving relationship with God.
- We consider scripture indispensable in knowing God and growing in faith.
- We focus on the person of Jesus Christ, whose perfect life, atoning death, and resurrection changes everything for us in our daily lives and for eternity.
- We seek to care for the people in our church, in our neighborhood, and in our broader community.

Narrative Questions

What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.

As Reformed and evangelical followers of Christ, we seek to respond to his call as we worship and pray together, as we hear God's word from the pulpit, as we celebrate the sacraments, as we study scripture and disciple one another, as we share the gospel, and as we care for the vulnerable within our congregation, our neighborhood, and around the world.

Each Sunday we have one worship service at 11 a.m., with music provided by the Cathedral Choir and the praise band. On the first and third Sundays of each month, we celebrate the Lord's Supper.

There are midweek services during Advent and Lent, and each Sunday, children's, youth, young adult, and adult Sunday school classes meet for more in-depth learning about scripture and Christian discipleship. Our deacons minister to people within our congregation, and recently they have administered an emergency relief fund in response to the Covid pandemic. The Actors Co-op productions bring 7,000 to 9,000 audience members to the church campus each year. Our global missions ministry supports missions partners and has recently organized short-term mission trips to Mexico and Malawi. Our urban missions

ministry operates an outreach to the homeless that includes a weekly meal, social services, and a winter shelter.

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

As we proclaim God's word, serve his people, and reach out to the world, we recognize several emerging needs. Due to the Covid pandemic, for most of 2020 and part of 2021, worship services and related church functions moved online. Other consequences included a reduction in giving and rental income and a loss of staff through furloughs and layoffs. We have resumed in-person services, but some of our ministries have suffered and many plans are in flux.

Another challenge is our young adult ministry. We recognize the need for a consistent strategy to engage college students and adults in their 20s, both in providing a path for graduating high school seniors to get involved in the church and in reaching out to local colleges. The transitional nature of young adults and the high cost of living in Los Angeles are issues for the church to overcome as well as opportunities to envision faithful outreach and mission to emerging generations. In 2019, we participated in a "Growing Young" assessment that identified our strengths and weaknesses in reaching out to young adults, and we hope to build from this as we try to improve in this area.

Our facilities are another challenge. A 2019 assessment revealed a large amount of deferred maintenance and over the next 20 years, the campus will require \$20m worth of repairs and renovations with a large portion of that in the near future. The church is the process of identifying potential sources of income, including rentals, to fund our maintenance needs.

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

This position helps us to reach our mission goals in a variety of ways. We need a shepherd who listens to God and who has the ability to honor the traditions and history of FPCH, while at the same time moving our congregation into the challenges of the present, and onto the dreams we hold for our future. The person in this position could unite and motivate the congregation as one body in order to achieve our goals and help us develop a strategic vision for moving into the future. This position will supply the leadership, motivation, and

organizational skills needed after a time of transition following the loss of our former pastor as well as the great disruptions caused by the pandemic.

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

We believe the person God calls to serve as the next pastor of the First Presbyterian of Hollywood will be someone who...

- loves God and has experienced his saving grace, has a deep and personal relationship with Jesus Christ, is theologically sophisticated and doctrinally sound, understands and embraces the tenets of our Reformed confessions and our evangelical heritage, and who regularly studies scripture and is superb at communicating it through preaching.
- is interested in, knowledgeable about, and engaged with the larger culture and community, has a heart for and a desire to connect with people of all backgrounds and circumstances, and who is good at building trust and at forming and strengthening relationships.
- is mature, humble, and self-reflective, is sensitive to the Holy Spirit and displays the fruits of the Spirit in his or her life and ministry, is able to lead and mentor others, and who recognizes his or her need for God and for counsel and accountability.
- has the skills and experience to lead the staff, session, and congregation effectively, can help develop and prioritize goals, thinks several steps ahead and can identify what needs to be done, and who can deal forthrightly, astutely, flexibly, and compassionately with conflict and other challenges that arise.

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

The pastor's responsibilities include the following:

- Proclaim the gospel through Christ-centered sermons that reflect the truth found in scripture and in our confessions.
- Provide spiritual and pastoral care for the congregation.
- Preside over the planning of worship services and participate in the spiritual growth, discipleship, and community life of the congregation.
- Serve as head of staff and provide administrative leadership, including stewardship of the church's facilities and finances.

- Serve as moderator of session and assist the session and ministry teams in the governance, mission, and ministry of the church.
- Assist the church in identifying the long-term vision, working toward priority goals, and expanding the leadership training of the congregation to work and actively serve in the life of the church.

More about the Solo Pastor Position

Experience required: 5 to 10 years since ordination

Employment status: full time

Clergy couple?: No

Statement of faith required?: Yes

Minimum effective salary: \$148,000

Housing type: housing allowance

Required Leadership Competencies

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.

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.

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.

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.

Advisor — An individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.

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.

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.

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.

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.

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.

References

Rev. Dr. Mark Roberts

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Pasadena CA 91182

Phone: 626-584-5325

Relation: Former Associate Pastor of Education at FPCH

E-mail: markroberts@fuller.edu

Rev. Dr. Paul Pierson

Address: 2889 San Pasqual Street, Pasadena, CA 91107

Phone: 626-944-7128

Relation: Former Interim Co-Pastor at FPCH (2009-2010)

Susan Rigby

Phone: 714-773-1632 or 213-445-7161

Relation: Former Director of Spiritual Formation and Community Life at FPCH (1996-2013)

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Contact Information

Bradley Campbell, Pastor Nominating Committee Chair

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