

Latino Ministry – North Central California Presbytery:

Job Description: Part-time Pastor/Commissioned Ruling Elder (50% time)

Purpose: Provide a ministry of preaching, teaching, outreach, pastoral care, and organizational leadership to this Latino Fellowship.

About CLC:

Comunidad Latina de Cristo (CLC), the Latino ministry of Trinity Presbyterian Church in West Sacramento, serves Spanish-speaking Latino families through worship, discipleship, and holistic ministry within the North Central California Presbytery. This hospitable, tight-knit church of 30+ congregants enjoys doing life together as an intergenerational family. We share life's joys and challenges, care deeply and pray for each other, trusting God's faithful love for us all. Multi-cultural practices incorporated into the liturgy, potlucks, and celebratory gatherings are central to CLC's fellowship. This church is eager to serve God with a pastor who values the charm and possibilities of a small church. We are praying for a leader who will work with us to strengthen our church's spiritual and numerical growth, and its outreach to our community and the world.

Accountability:

Accountable to the North Central California Presbytery's Vitality in Ministry Committee through its Congregational Vitality Subcommittee, with guidance for planning, coordination, and reporting related to activities, events, and congregational issues. This will include an annual written report to the North Central California Presbytery's Vitality in Ministry Committee and attendance and reporting at least quarterly to the Congregational Vitality Committee. The Pastor will also meet annually with the Personnel Committee of North Central California Presbytery. The Pastor shall proactively seek the support of the North Central California Presbytery's Vitality in Ministry Committee for guidance during the first six months of onboarding, as well as when personal, pastoral, and counseling needs arise and when assistance is needed to resolve difficulties.

Responsibilities:

To preach Biblically-based, inspiring, and uplifting Sunday sermons in the Spanish language and may consider interpretation in English (as necessary). Prepares, checks for accuracy, and uploads sermon/worship/announcement slides. Leads Sunday worship and encourages the participation of others in the liturgy.

Administer communion on the first Sunday of each month and perform baptisms, weddings, and funerals as needed. Moderate monthly CLC Leadership Team meetings. Ensure that regular Bible study continues through a combination of in-person and virtual/hybrid meetings. Train and support lay Bible study leaders, providing guidance

on leading a Bible study. Strengthen a worshipping congregation that will attract and instruct the people in the Presbyterian/Reformed faith experience.

Provide administrative and organizational leadership to the congregation. Encourage outreach into the Spanish-speaking community locally and regionally. The Pastor shall develop new community partnerships with other faith-based and secular organizations to strengthen the congregation's organizational capacity and outreach.

Develop an outreach program that uses various communication strategies (phone, text, social media, in-person) to identify and invite new members to the congregation. Model cultural sensitivity to and within the ministry, including sensitivity to language, country of origin, economic circumstance, education level, and seasonal work needs.

Provide pastoral care. Include visitation when possible. Counsel couples and families as needed.

Coordinate with the Trinity Office on the administrative, program, space/facility, and logistical needs of the ministry. Communicate with the Pastor of Trinity regarding the Ministry's programs and needs. Work together with the Pastor of Trinity to resolve issues that arise. Invite Trinity to participate in the Ministry's activities where appropriate. Inform the Ministry of Trinity's activities that members may want to participate in individually or corporately.

Skills and Experience:

Strong knowledge and understanding of the Word of God. Proven ability to preach Biblically based, concise sermons in Spanish that inspire and deepen faith, ensuring that sermons resonate with the multi-generational lives of the congregation.

Humble, approachable, and adaptable, with an ability to inspire others to deepen their spiritual growth and serve others with their God-given talents. Ability to connect with a diverse demographic, including youth, mixed-status families, and the unchurched.

Proven experience working with people of Mexican, Central American, and South American descent, and willing to incorporate cultural traditions in the liturgy. An understanding and appreciation of Hispanic cultural traditions. Respect for people raised in the Catholic Church.

The ideal candidate is a servant leader with a heart for people and ministry, ready to share God's love in a multigenerational family environment.

Possesses emotional Intelligence, cultural awareness, strong interpersonal skills, and listens and tends to the needs of people. Provides pastoral care and has experience counseling couples and families. Proven experience leading and training others with various levels of expertise and experience in church ministry. Have the ability and vision to bridge the gap between generations, including elders, youth, and children.

Communicates clearly in both Spanish and English. The congregation would benefit from a pastor with the organizational leadership to envision possibilities for a small church, bridge intergenerational gaps, and strengthen its capacity by developing community partnerships.

Computer/tech savvy is a plus. Not required, though we would welcome ideas for using worship streaming technology and social media to expand outreach (CLC uses PowerPoint and YouTube videos).

Has a positive approach. Is transparent, honest, and lives by the word of God.

Has a Presbyterian background or understands and respects the Presbyterian faith.

Evaluations:

Evaluations will be conducted annually by the Congregational Vitality Committee of the North Central California Presbytery, with input from the Personnel Committee. Evaluations will normally happen in the fall.

The pastor shall work with the Congregational Vitality Committee and the Budget & Finance Committee on strategic planning, evaluation, and developing best practices for financial stewardship and a long-term pathway to greater self-sufficiency.

Compensation:

Compensation and benefits are funded in part through grants from NCCP. This grant may be renewed annually through the NCCP grant process. Compensation will include a base salary where the pastor decides on the split between salary and a housing apportionment, starting at \$30,000/yearly. The benefits package includes medical coverage and retirement benefits and may have some flexibility to forgo for additional compensation to the base salary. A \$1,000 in professional expenses will be allotted for reimbursement in accordance with a budget. This is a 50% time position, and the pastor may seek additional employment.

Paid Vacation: Four weeks at 50% time.

Employment is At Will, governed by the laws of the State of California EEO.

How to Apply:

Please send an interest letter to the CLC Pastoral Nominating Committee stating your interest in the position, why you think God is calling you to lead this church and your vision as a pastor. Include a resume with relevant experience (no more than two pages) addressed to the following email address: clcpncchair@gmail.com. Please attach the documents as a PDF file or Word documents. The file names should read as follows:

[First Name_Last Name_Interest Letter]

[First Name_Last Name_Resume]

The email subject line should read: "First Name Last Name: CLC Pastoral Applicant"