

MINISTRY DISCERNMENT PROFILE (MDP)

Ministry General Information

North Central California Presbytery (NCCP) | Synod of the Pacific

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Mailing address: 5645 Marconi Avenue, Sacramento, CA 95608

Information about the Position

Position Requirements: Executive Presbyter (EP)

Language: English (bilingual a plus)

Experience: Negotiable, prefer SOME mid-council experience

Statement of Faith required? YES

Employment Status: Full-time

Clergy Couple: Negotiable

MDP Application Deadline: ASAP or no later than 02.29.24

Ministry Requirements

Mission Statement of the NCCP:

“Called as disciples of Jesus Christ, to:

Gather in Love - Equip to Serve - Inspire Transformation.”

Based on the gospel values of: bold witness, hospitality, radical love, spiritual growth, community, outreach, justice and equity.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position:

We are seeking a leader who embodies collaboration, diversity and innovation. We look forward to welcoming our Executive Presbyter (EP) into our Presbytery with open arms. We seek a person who has a willingness to lead, but also to follow. We hope to find a highly innovative person who also values tradition and history. We are searching for someone who is well organized but can be spontaneous at times.

Our new EP will be our Head of Staff and work with the incredible team here that is already in place. As the Head of Staff you will be asked to support, nurture and empower our current staff to work with the entire Presbytery, and help them set realistic expectations for themselves. We invite our new EP to represent us well in Mid-Councils, Synod, and General Assembly - with the full support of the NCCP. We invite you to come alongside us, share new ideas, boldly challenge us to be creative, and whole-heartedly collaborate with us. Help us discern what the Holy Spirit

has in mind and then help us find the courage to follow that direction. We cannot WAIT to meet you!

Compensation and Housing

Minimum Effective Salary \$135,000 to \$150,000 (depending on experience) plus full benefits as outlined by the Board of Pensions - also to include a generous professional expense allowance. We WANT you to be connected to the other EPs in our Synod and throughout the PC(USA).

MDP Narratives

Please fill out the following narrative questions about your congregation (1500 character limit per question, including punctuations and spaces):

1. How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

North Central California Presbytery (NCCP) is called to gather in love, equip to serve, inspire transformation based on the gospel values of bold witness, hospitality, radical love, spiritual growth, community, outreach, justice and equity.

Our visionary outlook encompasses multi-ethnic congregations, inter-racial collaborations, next-generation ministries, indigenous missions, and global outreach. We steadfastly uphold these values, as we create an inclusive Presbytery where all individuals are welcome, their voices heard and their hearts embraced.

NCCP is currently merging two presbyteries to create a revitalized entity while in the midst of national trends that reduce church attendance. The guidance from our new EP is essential in navigating the complexities of this merger, and the decline in membership. The EP must address immediate challenges, and develop comprehensive strategies for the future. The EP's leadership must result in the transformation of our infrastructure, i.e., equipping our commissions, committees, and sessions for new ways to grow and change to meet the challenges that we face.

2. What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

The Sacramento Valley joins together a world-renowned mosaic of natural abundance: productive farmlands, wildlife refuges and managed wetlands, cities and rural communities, and meandering rivers that support and feed fisheries and natural habitats. It is one of the most beautiful places in California to live and to work.

There are 18 counties in the Sacramento Valley region, and there are PC(USA) churches in many of them. Multiple CSU campuses and private universities are nearby. UC Davis has just been named one of the top ten universities in the country.

The NCCP includes 46 churches and multiple new worshipping communities that are located within an easy drive from Sacramento - North to Red Bluff and South to Turlock. We have multiple local mission partners such as SacACT, the Interfaith Council of Sacramento, Ethnic Concerns Consultation, CA State Council of Churches (to name a few) plus robust relationships with our denominational partners. We all work together to alleviate hunger, address homelessness and fight for the rights of our growing immigrant population. We are also strategically located in the state capitol and can rally quickly to demonstrate as needed - hoping to provide a compassionate, progressive voice on issues of great impact to our state and our nation. We hope you will consider joining us as we advocate for justice!

3. How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long term goals for ministry?

The EP conducts management functions in a manner that nurtures the spiritual growth and development of the NCCP, congregational staff and volunteers. Supervision, consultation, and training is conducted in a manner that reflects the core values of the NCCP.

The EP develops and sustains relationships with our immigrant congregations, members of marginalized groups, and congregants who are new to our faith. The EP ensures that mentoring and consulting are done by those whose loving natures and technical expertise help build relationships of trust while creating achievable goals.

The EP works to enhance the well-being of individuals across the age spectrum. There is open communication with all pastors and leaders, supporting them as they participate in programs and New Worshipping Communities that serve congregants who are at various stages of life.

The EP monitors the financial health of the NCCP using monetary and program effectiveness metrics. The Presbytery is experiencing a shrinking membership and declining revenues, while church closures expand its assets. The EP participates in the planning and implementation of strategic, fiscal interventions that support innovative responses to NCCP's challenges and opportunities.

4. Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

Skills:

1. Implements and monitors fiscal disciplines to strengthen our Presbytery.
2. Oversees and preserves strategies for our assets, capital, investment portfolios, insurance, and annual audit.
3. Has the ability to listen, assess situations, and use adaptive approaches to management and problem solving.
4. Possesses excellent verbal and written communication capabilities and proficiency in the use of computer and other electronic communication technologies.

Gifts:

1. Shows the capability to help mediate disputes using conflict resolution methods inspired by the examples set by Christ and the early Christians.
2. Expresses admiration for, and possesses a nuanced comprehension of, a wide spectrum of justice-related issues.
3. Observes healthy boundaries, spiritual practices, and self-care.
4. Exhibits tenacity, grace, and flexibility when faced with unanticipated or complex challenges.
5. Demonstrates a professional attitude, discretion, sound judgment, integrity, patience, and a well-developed sense of humor.

Education and Knowledge Base:

1. Must be a member in good standing of the PC(USA) and either a MWS or a RE.
2. Possesses minimum of bachelor's or equivalent degree; a Master's or higher degree is preferred.
3. Has thorough knowledge of denominational structures, processes, and resources.
4. Demonstrates a strong understanding and articulation of reformed theology.
5. Exhibits curiosity about and respect for other faith traditions while maintaining clarity and support of our Presbyterian polity.

5. What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Tasks:

1. Serves as Head of Staff of the Presbytery, organizing staff support for the various committees, commissions, and other entities.
2. Consults with the Personnel Committee, develops job descriptions and participates in annual reviews of the Presbytery staff.
3. Works with the Leadership Team in preparing the Presbytery docket.
4. Provides regular reports regarding efforts to meet the missional goals of the Presbytery.

Assignments:

1. Provides leadership for congregations to become more mission-focused and serve as liaison between Presbytery and sessions.
2. Be present as needed for congregations, providing preaching, teaching, and other spiritual support.

3. Contributes to improved relations and communication between and among sessions, Presbytery, Synod, and General Assembly.

Implementation of Programs (missions & communities: specific tasks)

1. Leads transformational change in the NCCP, specifically all inherited churches to become missional hubs.
2. Has cultural proficiency to engage respectfully with diverse communities.
3. Demonstrates commitment to and experience in building intercultural communities.
4. Assists with Zephyr Point Presbyterian Conference Center to plan the pastor's retreat, justice conference and the Ethnic Concerns Consultation.