

SOUTH BAY PRESBYTERIAN SEEKS SENIOR PASTOR

ECO DENOMINATION CROSS-CULTURAL CHURCH BASED IN TORRANCE, CA

About South Bay Presbyterian Church:

The South Bay Presbyterian Church (www.sbpc.org) in Torrance, CA is a 125-150 member congregation comprised of predominantly Asian Americans, first and second generation Chinese, Japanese, and Korean Americans, with average ages in the late 40's to early 50's.

The church is committed to the Great Commandment and also to the Great Commission. At its core, SBPC desires to honor God by holding His Word in high authority, respecting the role of women in leadership as a non-core theological issue.

The church worship style is contemporary and is held in a leased industrial park facility. It has a number of active ministry leaders who are strong administratively. A high proportion of the leaders are involved in various ministries, serving others and working to share the Good News with the South Bay community.

The church is committed to worldwide missions, supporting missionaries abroad and members on short-term missions and missions conferences such as Urbana. Each year, the church commits one month to missions awareness as one of God's priority for his people.

The church is healthy financially and spiritually, striving to be more impactful in reaching others for Christ, and internally growing in spiritual formation.

Senior Pastor Qualifications:

1. Master's Degree in Divinity
2. Strong Expository Preaching and Bible Teacher, focused on practical application
3. Strong Relational Personal Skills
4. Prior ministry experience required in some capacity with a minimum of 4 years serving in the local church as Pastor
5. Reformed theology; willing to accept ECO (essential tenets, polity, and discipline - see www.eco-pres.org) and become a member of ECO

What SBPC Offers:

Comprehensive Salary and Benefits package including: Salary, housing allowance, paid study leave, paid medical, optional dental, vision, 401K contribution.

To Apply:

Contact the SBPC Pastor Search Team Chairman, Roger Lee, at sbpcpst@gmail.com. Please provide a statement of faith, resume and any preaching samples. Preference will be given to local candidates living in the Southern California or Orange County areas.



MINISTRY INFORMATION FORM

Ministry ID 11102

Ministry Name South Bay Presbyterian Church -PNC

Mailing Address 2701 Plaza Del Amo Ste 703

City Torrance State CA Zip Code 90503

Telephone Number (310) 381-0999 Fax Number (310) 381-0990

Email contact.sbpc@sbcglobal.net

Web site www.sbpc.org

Congregation or Organization Size(Select one)

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members
- N/A

Average Worship Attendance 100

Church School Attendance 60

Church School Curriculum Various

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 Native
- 93% Asian
- _____ Black or African American (African Native, Caribbean)
- 2% Hispanic Latino/Latina, Spanish
- _____ Middle Eastern
- _____ Native Hawaiian or Other Pacific Islander
- 3% White
- Other 2% _____

Synod Presbytery of Southern California

Community Type (select one)

- | | | |
|------------------|------------------|-------------------|
| _____ College | _____ Rural | <u>X</u> Suburban |
| _____ Small City | _____ Town | _____ Urban |
| _____ Village | _____ Recreation | _____ Retirement |
| _____ N/A | | |

Clerk of Session Contact Information:

Name Grace Marumoto

Address 2701 Plaza Del Amo Ste 703

City Torrance State CA Zip Code 90503

Preferred Phone (310) 381-0999 Alternate Phone _____

E-mail contact.sbpc@sbcglobal.net FAX (310) 381-0990



***Select below the position to be filled and the minimal number of years of experience required (select one)**

Select Position Type	Position	Indicate number of years of experience needed	Select Position Type	Position Type	Indicate number of years of experience needed
	Solo Pastor			General Presbyter/ Executive Presbyter Presbytery Leader	
	Head of Staff (Multi-Staff Pastor, who supervised two or more ordained staff persons)			Stated Clerk (Presbytery)	
X	Head of Staff (supervised one ordained staff person and others)	4		Synod Executive	
	Associate Pastor (Christian Education)			Mid-Council Program Staff	
	Associate Pastor (Youth)			General Assembly Staff	
	Associate Pastor (Other)			Church Business Administrator	
	Pastor (church planter, new church development, new worshipping community)			Executive Director	
	Pastor (Transformation/Redevelopment)			Director of Music (non-ordained)	
	Pastor Interim			Minister of Music (ordained)	
	Pastor (for a designated term)			Mission Co-worker (International)	
	Pastor (Other Temporary i.e., Supply, Student)			Christian Educator (Certified)	
	Pastor, yoked/parish			Christian Educator (non-certified)	
	Co- Pastor			Administrator	
	Executive Pastor			Funds Developer	
	Evangelist or Mission Pastor			Finance Manager	
	Chaplain			Media Specialist	
	Pastoral Counselor			Communicator	
	College/Seminary Faculty				
	Other:				



You may also specify the position title (if appropriate) _____

***Employment Status**

Full Time _____ Part Time _____ Open to Either
_____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? No _____ Yes

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

Clergy Couple (Are you open to a clergy couple?) Yes _____ No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training _____
Other _____	

Language Requirements

<input checked="" type="checkbox"/> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Other		

Statement of Faith Required Yes _____ No



Mission Statement

What is your congregation's or organization's Mission Statement?

South Bay Presbyterian Church is committed to spreading the Good News to our congregation and the community around us. The focus of our worship service is for the congregation to receive the Word. Our outreach ministries and programs are our vehicles to reach people who are looking for a place to worship and those seeking a relationship with Christ for the first time. We desire to nurture and support those who are new to God's family. Our fellowship groups are also an important part of spurring on our growth in Christ as a united body of believers. They provide an opportunity for the congregation to connect and disciple those seeking to mature in Christ.

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.

South Bay Presbyterian Church strives to be a Christ-centered community that seeks God through His Scriptures and follows both the Reformed tradition and the ECO Essential Tenets. Our vision is to share the transforming love of Christ to our neighbors and as many people as we can with an emphasis on Asian Americans. Through the leadership of the pastor, Christian Education, Bible studies, fellowship groups, and weekly worship services we help them grow in their understanding of the transforming love of Christ so they, in turn, are able to share that same love to others.

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

We desire to reach out to the needs of our local community which is generally middle class to affluent and from high school to well-educated professionals, but we are challenged as to how to reach them in meaningful ways and to understand what needs they may have. Our location is in the heart of the City of Torrance, surrounded by townhomes, single family homes, and gated communities. Though we have been in this location for over 15 years, we have not been able to reach behind these gated communities other than Christmas caroling and an occasional walk-in from a neighbor or two. Our church strives to balance caring for our current constituents, meeting their spiritual and community needs while also reaching out to the community at large.



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

The pastor we are seeking is someone who brings with him or her a vision for making disciples and knows how to gather dedicated leaders together to make that vision come alive. Within the context of our mission as a church in this community, we need someone who brings some experience in the area of organizing us, leading us and teaching us how to be more effective at attracting people from the community around us and then shepherding them towards spiritual maturity. We strive for this to become part of the DNA of our church so that baptisms become a regular occurrence rather than a special event.

We would like a leader who would invest his time in the leadership of the church so that we become exponentially effective at touching lives and work as a larger team for greater impact. We are not looking for a person to do it all, rather we are seeking someone who can encourage us, challenge us and help us to become more “doers” of the word rather than “hearers”.

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

We are seeking a pastor who exemplifies a life of authentic faith. This pastor would uphold the Word of God as the final authority in his personal life and in his ministry (1 Tim 1:5 and 1 Tim 3:1-5). This pastor would also reflect Reformed theology in his preaching and teaching. And through ministry, our pastor would demonstrate integrity by being honest and trustworthy, whose word can be relied upon, and would be one who discerns when to be transparent and when to keep confidences (Matthew 5:37; Proverbs 20:6-7).

Our pastor, as a servant leader, would serve in humility and work with the church leadership and congregation (1 Peter 5:2-3, 5; Philippians 2:3). Overall, it is essential that our pastor leads by encouraging others and building them up (1 Thessalonians 5:11).

We recognize the church as a body of believers, servants and ministers, so we are seeking a pastor who sees the needs in the ministry and effectively delegates to others. This is someone who recognizes the gifts of others and empowers them to do the work of the Lord alongside himself (Acts 6:2-4). Similarly, we would like our pastor to be one who equips others for ministry and who develops leaders for the future of the church (Ephesians 4:12).

We believe it is important that our pastor is one who builds good relationships by being approachable and by genuinely loving others, starting with his own family, within the church, and in the community (1 Timothy 3: 2,4-5,7; John 13: 34-35).



5. What specific tasks, assignments, and programs areas will this person have responsibility?

Preaching and Teaching

- Preach biblical expository sermons to encourage the congregation in their faith
- Provide instruction and/or educational experiences that increase theological and biblical awareness, skill and motivation to continue learning (in the conservative Reformed tradition)

Leadership of Staff and Volunteers

- Recognize and call forth potential leaders of the church's ministry and provide opportunities for their training, development, and growth
- Work together with church leaders to help create and implement a vision for the future
- Guide and train church leaders to integrate the vision and mission of the church with various ministries and programs
- Help our ministry leaders to become more intentional in the making of disciples

Pastoral Care

- Provide support to the congregation as they experience significant or critical events of their daily lives (visitations, providing encouragement and comfort) and also teaching others to do the same
- Pray for the congregation, encourage others to do so, and has a heart for God's people
- Develop personal relationships with individuals within the flock following Christ's example
- Offer comfort and counseling to those needing help

OPTIONAL LINKS

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)

www.sbpc.org



ORGANIZATIONAL LEADERSHIP

	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		



	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.		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
	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.	X	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 \$60,000 _____ Maximum *Effective* Salary \$70,000 _____

- Housing Type
- Manse
 - Housing Allowance
 - Open to Either
 - Not Applicable (*For Non-pastoral Positions only*)



***EQUAL EMPLOYMENT OPPORTUNITY**

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?

Yes

No

REFERENCES (Limit 3)

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 Reverend Wayland Wong
Address 8831 Lawrence Avenue, Westminster, CA 92683
Phone Numbers (714) 848-6184
Relation Former Temporary Stated Supply
E-mail waylandcpc@aol.com

Name Reverend Masaya Hibino
Address 2889 San Pasqual Street, Pasadena CA 91107
Phone Numbers (626) 796-7996
Relation Former Interim Pastor
E-mail masayahibi@aol.com



Name ____
Address _____
Phone Numbers ____
Relation ____
E-mail ____

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

Name Roger Lee
Address 2701 Plaza Del Amo Ste 703
City Torrance State CA Zip Code 90503
Preferred Phone (310) 381-0999
Alternate Phone _____
E-mail Address for PNC Communications (required): sbpcpst@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature