

Church Information Form (Part II)

Step 1 of 7

Church/Organization ID 000931

Church/Organization Name, City, State First Presbyterian Church of Santa Barbara, Santa Barbara, California

Position To Be Filled (select one)

- | | |
|---|---|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Campus Ministry |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Chaplain |
| <input checked="" type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Associate Pastor (Young Adult) | <input type="checkbox"/> Church Educator (Non-ordained) |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Youth Director (Non-ordained) |
| <input type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Pastor (New Church Development/Fellowship) | <input type="checkbox"/> Church Business Administrator |
| <input type="checkbox"/> Pastor (Redevelopment/Transformation) | <input type="checkbox"/> Executive/Director |
| <input type="checkbox"/> Pastor (Tentmaker/Part-time) | <input type="checkbox"/> Minister of Music (ordained) |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> Director of Music (non-ordained) |
| <input type="checkbox"/> Pastor (Parish) | <input type="checkbox"/> College/Seminary Faculty |
| <input type="checkbox"/> Pastor (Shared Ministry) | <input type="checkbox"/> College/Seminary Staff |
| <input type="checkbox"/> Pastor (Supply) | <input type="checkbox"/> Mission Co-Worker (International) |
| <input type="checkbox"/> Executive Pastor | <input type="checkbox"/> General Assembly Staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Presbytery Program Staff |
| <input type="checkbox"/> Designated Pastor | <input type="checkbox"/> Synod Program Staff |
| <input type="checkbox"/> Mission Pastor | <input type="checkbox"/> Presbytery/Synod Stated Clerk |
| <input type="checkbox"/> Interim Pastor | <input type="checkbox"/> Presbytery/Synod Executive/Leader |
| <input type="checkbox"/> Interim Associate Pastor | <input type="checkbox"/> Presbytery/Synod Exec/Leader & SC (combined) |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Other |

Specify Title (if appropriate) Associate Pastor for Christian Formation and Community Outreach

Employment Status

Full Time Part Time Open to Either

Years of Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Deadline date for this CIF, if any: _____

CIF (Part II) - Step 2 of 7

Is this a yoked congregation? No Yes (If yes, please complete the Yoked Congregation Details Form.)

CIF (Part II) - Step 3 of 7

Brief Church Mission Statement: *Please limit your response to no more than 1500 characters including spaces and punctuation.*

By the grace of God
We are a Christian community of people who
Seek intergenerational fellowship,
Find spiritual truth, and
Respond in joyous service in Jesus' name
SEEK. FIND. RESPOND.

Seeking intergenerational fellowship, First Presbyterian Church (FPC) has maintained rich programs for adults, youth and children. We purposefully schedule intergenerational services and all-church events.

We **find** spiritual truth through 3 inspiring Sunday services, each with distinct liturgies and musical styles. Through service to God, small groups, outstanding adult education, and retreats we further enrich our spiritual growth.

We **respond** in joyous service to the Great Commission through evangelism, being good stewards of God's gifts, participation in Presbytery's mission programs, as well as reaching out locally with financial support and service.

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

Please write a brief description of your church/organization programs or accomplishments.

FPC successfully completed a Financial Campaign in 2009 with the primary objective of ensuring the support of the entire congregation to add another Associate Pastor. Despite launching this campaign at the beginning of the recession, we were able to raise funds to call you, while also sustaining the current programs. **FPC is committed to helping you with housing and would offer a three month sabbatical with pay after seven years.** It is clear that FPC is ready for you and wants to do everything necessary to ensure that our church is a vital part of this community well into the future, just as we have been for the last 141 years.

We are blessed with a diverse and dedicated staff and volunteers who are committed to our church. Our current Associate Pastor will continue to serve the congregation and community with her passion for senior ministries (going from full time to half-time).

We have a beautiful campus with a licensed childcare program open to the community serving 70+ families from infants through preschoolers. Our facilities are in constant demand for community events. We are a Red Cross emergency evacuation site and Safe Parking participant for the homeless.

Although our children and youth demographic is not large, we offer a complete program including Sunday school, youth groups, summer camps, family outings, mission and service opportunities.

FPC is frequently described as being exceptionally warm and welcoming.

Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

The gifts of the Spirit evidenced in our congregation include friendliness, hospitality, a willingness to serve, and caring and praying for each other in an inviting and engaging worshiping community.

We have a hunger for knowledge, which is fed through our small Bible study groups and adult education programs. Resources for these programs include Westmont College professors and other theologically trained members of our congregation.

Music is an important part of our spiritual journey. We are blessed to have a gifted Music Director, an exceptional choir and praise band, talented members of our congregation who share their musical gifts, and professional musicians.

FPC hosts an annual mission conference, coordinated by our volunteer Mission Director. The conference attracts over 300 participants, with notable national and international speakers. We have long standing financial and spiritual connections with missionaries throughout the world. We are active in the community, serving the needy at local kitchens and shelters.

We work hard to ensure our church is a welcoming place of worship. The professional expertise and artistic skills of our members, the wisdom of our seniors, and our diverse community connections provide a rich palette of resources from which to draw. You will be supported by enthusiastic and talented volunteers.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

We seek to be a Christ-centered, Biblically-based, mission-minded, and experientially engaged congregation that provides nurturing opportunities to as many people as possible in our community. As followers of Jesus, we seek to grow in our faith relationship with Jesus Christ, and be obedient to the Church's mission, which is to be a worshipping and witnessing community to the transforming power of Christ's presence in our lives.

We actively seek ways to reach out and help hurting, homeless, hungry and aging people in our church, our community and around the world. There is a wide socio-economic spectrum in Santa Barbara. As a Christ-centered church, we seek ways to assist, support and serve the marginalized as well as the financially capable.

The effects of membership decline in many traditional churches are visible in the age 'gaps' that we witness in our own congregation. We have responded to this issue with multiple worship styles, family fellowship groups, an outstanding early childhood center, and by seeking your leadership as Associate Pastor for the young adults and growing number of younger families in our congregation.

CIF (Part II) - Step 4 of 7

References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry liaison, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Rev. Dr. Gordon Hess _____
Address 415 Calle Granada Santa Barbara, CA 93105 _____
Phone Numbers 805-682-8569 _____
Relation Parish Associate at FPC _____
E-mail gclint3@mac.com _____

Name Dr. Shirley Mullen _____
Address President, Houghton College Houghton, NY 14744 _____
Phone Numbers Assistant: 585-567-9310 Cell: 585-808-0986 _____
Relation Former active member for over twenty years. _____
E-mail shirley.mullen@houghton.edu _____

Name Rev. Dr. Jan Armstrong _____
Address O: 6067 Shirrell Way, Goleta, CA 93117; H: 1106 Portesuello SB, CA 93105
Phone Numbers O: 805-683-1548 H: 805-473-3180 _____
Relation He is current Executive Presbyter of Santa Barbara Presbytery. _____
E-mail jarmstrong@sbpres.org _____

CIF (Part II) - Step 5 of 7

Position Description: *For each section please limit your response to no more than 1500 characters including spaces and punctuation.*

Major Responsibilities: *For what specific tasks, assignments, and program areas will this person have responsibility?*

Family and Young Adult Ministry. FPC is ready for a comprehensive program that is relevant, meaningful and an enriching component in the lives of young adults & families. You will develop, implement & maintain an innovative & dynamic ministry for families and young adults, including a wide range of faith & spiritual development opportunities for both present & future members. You will help members deepen their faith & involvement in the life of the Church, while attracting new young people & families to make FPC their church home.

Christian Formation. Together we will envision, develop & maintain new initiatives & strategies for discipleship focused on younger & new members, while encouraging all generations to participate & grow. You will add your spark to congregational life through pastoral care, inspired teaching, volunteer development & training, as well as preaching. Using current or new programs, we will invigorate participation & facilitate opportunities for all church members, especially families & young adults, to support & learn from each other & foster a strong sense of intergenerational community in Christ.

Community Outreach and Mission. There is a need to enhance & expand outreach strategies to our community to ensure FPC's long term growth & vitality. Through local service to those in need, you will stretch the congregation to reach our full potential as Christians & be a catalyst to empower & equip us to put our faith into action.

Description of characteristics and qualifications needed in a person who would fill this position.

- You are Christ-centered, passionate in your personal faith in Jesus Christ, unabashed and articulate in sharing that faith with others; an ambitious pastor; a risk taker for God.
- You are an energetic self-starter and a team player who successfully brings people together and can enthusiastically lead a team of volunteers.
- You are approachable, dynamic, engaging; a natural leader, genuine, family oriented and people like to be with you.
- You are a creative and strategic thinker/planner. You are able to prioritize and implement ideas, have strong administrative skills, and are thorough in follow-up. You get things done.
- You have successful experience in local mission efforts.
- You are comfortable in quiet counsel, organizing a church-wide local mission project, teaching classes, or preaching from the pulpit.
- You have demonstrated strong commitment to families and young adults in their faith development, with a keen understanding of the demands, schedules and stresses they face.
- You have an appreciation for music, perhaps even play an instrument, and enjoy incorporating music into worship and fellowship.

Primary Skill Choices: Select up to 10 skills from the list below which you would like to see in the person filling this position.

- Administration of Programs
- Adult Ministry
- Building Renovation/Property Development
- Choir Directing
- Community Ministries
- Conflict Management/Mediation Skills
- Congregational Fellowship
- Congregational
- Redevelopment/Revitalization
- Counseling
- Curriculum Building
- Development of New Educational Experiences
- Evaluation of Program and Staff
- Facility Management
- Financial Management
- Governing Body Ministry
- Hospital and Emergency Visitation
- Instrumental Music
- Leadership Development
- Leading Music Ministry
- Management of Building Usage
- New Church Development
- Older Adult Ministry
- Organizational Leadership and Development
- Pastoral Care
- Preaching
- Project Management
- Rural Ministry
- Small Membership Church Ministry
- Staffing/Human Resources
- Strategic Planning
- Training Volunteers
- Urban Ministry
- Youth Ministry
- Administrative Leadership
- Budget Preparation
- Children's Ministry
- Communication (Written/Oral)
- Community Service and Leadership
- Congregational Communication
- Congregational Home Visitation
- Corporate Worship/Sacraments
- Cross Cultural Collaboration/Cultural Proficiency
- Defining Program Needs
- Ecumenical and Interfaith Activities
- Evangelism
- Family Ministry
- Fund Raising
- Group Process Facilitation
- Information Technology
- Involvement in Mission Beyond Local Church
- Leadership of Staff/Volunteers
- Legal/Tax Matters
- Management of Equipment Resources
- Office Management
- Organization /Administration
- Parliamentary Expertise
- PCUSA Polity/Constitutional Knowledge
- Problem Solving/Decision Making
- Public Relations
- Scholarship/Publishing
- Spiritual Development
- Stewardship and Commitment Program
- Teaching
- Transitional/Interim Ministry
- Young Adult Ministry

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(USA).

Minimum **Effective** Salary \$68,000 _____

Housing Type _____ Manse
 X___ Housing Allowance
 _____ Open To Either
 _____ Not Applicable (*For Non-pastoral Positions Only*)

Geographic Choices.

X___ **Suggest individuals from anywhere in the United States** (or)

_____ **Suggest individuals only from specific areas checked below:**

- | | |
|-----------------------|----------------------------|
| _____ Alabama | _____ Alaska |
| _____ Arkansas | _____ Arizona |
| _____ California | _____ Colorado |
| _____ Connecticut | _____ District of Columbia |
| _____ Delaware | _____ Florida |
| _____ Georgia | _____ Hawaii |
| _____ Idaho | _____ Illinois |
| _____ Indiana | _____ Iowa |
| _____ Kansas | _____ Kentucky |
| _____ Louisiana | _____ Maine |
| _____ Maryland | _____ Massachusetts |
| _____ Michigan | _____ Minnesota |
| _____ Mississippi | _____ Missouri |
| _____ Montana | _____ Nebraska |
| _____ North Carolina | _____ North Dakota |
| _____ New Hampshire | _____ New Jersey |
| _____ New Mexico | _____ New York |
| _____ Nevada | _____ Ohio |
| _____ Oklahoma | _____ Oregon |
| _____ Pennsylvania | _____ Puerto Rico |
| _____ Rhode Island | _____ South Carolina |
| _____ South Dakota | _____ Tennessee |
| _____ Texas | _____ Utah |
| _____ Vermont | _____ Virginia |
| _____ Washington | _____ West Virginia |
| _____ Wisconsin | _____ Wyoming |
| _____ x-International | |

CIF (Part II) - Step 6 of 7

Equal Employment Opportunity

"The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken (by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes

No

Each Pastor Nominating Committee is expected to undertake its search for a minister 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 affirmed to the Presbytery Committee on Ministry its intention to follow the Form of Government in this regard?

Yes

No

CIF (Part II) - Step 7 of 7

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name Cynthy Ardell
Address 941 Garcia Rd.
City Santa Barbara State CA Zip Code 93103
Preferred Phone 805-963-4461 (home)
Alternate Phone 805-448-0077 (cell)
FAX 805-687-5421 (church office)

E-mail Address for PNC Communications: firstpres.sb@gmail.com

Endorsements

Pastor Nominating Committee
or Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Committee on Ministry _____ Date _____
Signature

Rev. 9/2006

When you enter your CIF online, the CLC system will generate an email to your Clerk of Session and Committee on Ministry moderator for approval of the CIF. Once the CIF is submitted, the Clerk of Session and COM moderator may log in to the system and approve the CIF without waiting for the email. If you prefer, you may obtain the signatures of the PNC moderator, Clerk of Session, and COM moderator and fax this sheet to our office at 502.569.5870. This generally speeds up the approval process. Be sure to include the name, city, state, and ID number of your church on the faxed information. If you have questions, please call toll free 888.728.7228 extension 8550.