

# MINISTRY DISCERNMENT PROFILE

## MINISTRY PROFILE INFORMATION



This form is only to be used by the COM, Session, and PNC as a tool of discernment before posting the MDP online.

**Ministry Name:** First Presbyterian Church of Anaheim

**Congregation or Organization Size (select one) :**

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

**Average Worship Attendance:** 50

**Church School Attendance:** 9

**Curriculum:** \_\_\_\_\_

**Community Type (select one):**

- N/A
- Rural
- Village
- Town
- Small City
- Suburban
- Urban
- College
- Recreation
- Retirement

**Intercultural Composition (Race/Ethnicity - Percent of Congregation) :**

Prefer not to answer	_____	%
Asian/Pacific Islander/South Asian	_____	%
Black/African American/African	4	%
Hispanic/Latinx	16	%
Native American/Alaska Native/Indigenous	_____	%
Middle Eastern/North African	_____	%

White  
Multiracial

80 %  
           %

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## MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

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**Position Type (*select one*):**

- |  |  |
|--|--|
| <input type="checkbox"/> Administrator                                       |  |
| <input type="checkbox"/> Associate Director                                  | <input type="checkbox"/> Pastor, Yoked Ministry            |
| <input type="checkbox"/> Associate Pastor (Christian Education)              |  |
| <input type="checkbox"/> Associate Pastor (Other)                            | <input type="checkbox"/> Pastoral Counselor                |
| <input type="checkbox"/> Associate Pastor (Youth)                            |  |
| <input type="checkbox"/> Campus Ministry                                     | <input type="checkbox"/> Seminary Staff                    |
| <input type="checkbox"/> Chaplain  |  |
| <input type="checkbox"/> Christian Educator (Certified)                      | <input checked="" type="checkbox"/> Solo Pastor: Installed |
| <input type="checkbox"/> Christian Educator (non-certified)                  | <input type="checkbox"/> Solo Pastor:                      |
| <input type="checkbox"/> Church Business Administrator                       | <input type="checkbox"/> Temporary                         |
| <input type="checkbox"/> Co- Pastor  |  |
| <input type="checkbox"/> College/Seminary Faculty                            | <input type="checkbox"/> Stated Clerk Presbytery           |
| <input type="checkbox"/> Commissioned Ruling Elder                           |  |
| <input type="checkbox"/> Communicator  | <input type="checkbox"/> Synod Executive                   |
| <input type="checkbox"/> Coordinator   |  |
| <input type="checkbox"/> Director of Music (non-ordained)                    | <input type="checkbox"/> Transitional Pastor               |
| <input type="checkbox"/> Evangelist or Mission Pastor                        | <input type="checkbox"/> Youth Director (Non-              |
| <input type="checkbox"/> Executive Director                                  | <input type="checkbox"/> ordained)                         |
| <input type="checkbox"/> Executive Pastor                                    |  |
| <input type="checkbox"/> Finance Manager                                     |  |
| <input type="checkbox"/> Funds Developer                                     |  |
| <input type="checkbox"/> General Assembly Staff                              |  |
| <input type="checkbox"/> General Presbyter/Executive Presbyter/Presbytery    |  |
| <input type="checkbox"/> Leader  |  |
| <input type="checkbox"/> Head of Staff / Senior Pastor                       |  |
| <input type="checkbox"/> Media Specialist                                    |  |
| <input type="checkbox"/> Mid-Council Program Staff                           |  |
| <input type="checkbox"/> Minister of Music (ordained)                        |  |
| <input type="checkbox"/> Mission Co-worker (International)                   |  |
| <input type="checkbox"/> Pastor (Bivocational/Tentmaker)                     |  |
| <input type="checkbox"/> Pastor (church planter, new church development, new |  |
| <input type="checkbox"/> worshipping community)                              |  |
| <input type="checkbox"/> Pastor Interim                                      |  |

**Experience Required (Select one):**

- No Experience/First Ordained Call
- Up to 2 Years
- 2-5 Years
- 5-10 Years
- More than 10 Years

**Specify Title / PT Work Hours (if applicable):** \_\_\_\_\_

**Employment Status:**

- Full-time
- Part-time
- Full-time/Part-time
- Bi-Vocational

**Training/Certificate Requirements:**

- Interim Ministry Training
- Certified Christian Educator
- Conflict Mediator Training
- Interim Executive Presbyter Training
- Certified Business Administrator
- Clinical Pastoral Education Training

**Other Training:** \_\_\_\_\_

**Language Requirements:**

- English
- Spanish
- Korean

Spanish helpful

**Other Languages:** \_\_\_\_\_

**Statement of Faith Required:**

- Yes
- No

**Are you open to a clergy couple:**

- Yes
- No

MDP Application Deadline (if applicable): \_\_\_\_\_

**Church Mission/Vision Statement (1500 character limit which includes punctuations and spaces ):**

**Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1500 character limit which includes punctuations and spaces ):**

See attached

A range for the Effective salary is needed for matching purposes. The maximum effective salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensations. See Effective Salary Definition at Board of Pensions of the PC(U.S.A.).

Minimum Effective Salary: 70,000 \$

Maximum Effective Salary: 80,000 \$

**Housing Type (select all that apply ):**

- Manse
- Housing Allowance
- Open to either
- N/A

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

How would you describe the congregation's/organization's specific vision for ministry?  
How will this vision impact the community?

See attached

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?

See attached

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?

See attached

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.

See attached

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

See attached

List any links that support the answers to your narratives or highlights ministries within your church/organization.

See attached

**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.

**Please accept the following:**

The Pastor Nominating Committee and Search committee has affirmed its intention to follow the Form of Government in this regard.

## References

*(Please enter at least three references of individuals who have had connections with the congregation and are not currently involved in the congregation ):*

### **Reference #1**

Name: \_\_\_\_\_ Rev. Steven Wirth \_\_\_\_\_  
Relationship: \_\_\_\_\_ Presbytery COM Liaison \_\_\_\_\_  
Phone: \_\_\_\_\_ 562-304-3410 \_\_\_\_\_  
Email: \_\_\_\_\_ Sewirth2011@gmail.com \_\_\_\_\_

### **Reference #2**

Name: \_\_\_\_\_ Sandra Kim \_\_\_\_\_  
Relationship: \_\_\_\_\_ Presbytery Stated Clerk \_\_\_\_\_  
Phone: \_\_\_\_\_ 714-956-3691 \_\_\_\_\_  
Email: \_\_\_\_\_ Statedclerk@losranchos.org \_\_\_\_\_

### **Reference #3**

Name: \_\_\_\_\_ Alan Lopez \_\_\_\_\_  
Relationship: \_\_\_\_\_ Former member \_\_\_\_\_  
Phone: \_\_\_\_\_ 714-206-8152 \_\_\_\_\_  
Email: \_\_\_\_\_ Alanrrt@aol.com \_\_\_\_\_

**Assign a PNC Chair Contact. Fill out the contact information for the individual that will serve as the Pastor Nominating/Search Committee Chairperson/Mid-council Search Committee Chairperson for this MDP:**

Name: \_\_\_\_\_ Jessie Al-Imam \_\_\_\_\_  
Preferred Phone: \_\_\_\_\_ 714-535-2176 \_\_\_\_\_  
Alternate Phone or Email: \_\_\_\_\_  
Fax: \_\_\_\_\_  
Email Address: \_\_\_\_\_ Offices@anaheimfirstpres.org \_\_\_\_\_  
Address 1: \_\_\_\_\_ 310 W Broadway \_\_\_\_\_  
Address 2: \_\_\_\_\_  
City: \_\_\_\_\_ Anaheim \_\_\_\_\_  
State: \_\_\_\_\_ C A \_\_\_\_\_  
Zip Code: \_\_\_\_\_ 92805 \_\_\_\_\_

## **Church Vision Statement**

We envision our church as a compassionate community, deeply rooted in the teachings of Jesus, whose life and words call us to love God with all that we are, and to love our neighbors as ourselves. Inspired by these greatest commandments, our desire is to be a beacon of hope, acceptance, and transformative kindness in the world--a community for the community, open and welcoming to all people, regardless of background, circumstance, or journey.

Our doors and hearts are open wide, inviting everyone—those who seek faith, those who wrestle with doubt, those who rejoice and those who mourn. We are committed to listening to the voices of our neighbors, understanding their needs, and responding with compassion and practical support. Our vision is to cultivate an environment where every person feels seen, valued, and empowered to participate in meaningful ways.

We affirm the inherent dignity of every human being, recognizing that each is created in the image of God and loved unconditionally. Our community strives to be a safe and affirming space for all—regardless of race, ethnicity, gender, sexual orientation, age, physical ability, economic status, or spiritual path. We are committed to dismantling barriers that exclude, and to nurturing relationships that reflect the inclusive love of Jesus. We trust that, together, we can create a church that truly reflects the heart of Jesus—a church that loves God deeply and loves our neighbors boldly.

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

With an understanding of the congregation's vision of ministry, the pastor will lead us to be active in the community and in outreach events. Our new pastor will also continue facilitating the building of inclusive friendships and increasing visibility within the larger community. Additionally, we seek to continue to expand our presence and effectiveness in intergenerational ministry. A large part of our vision is to utilize our sanctuary as a community venue involving musical and artistic events.

### **Narrative Question 1: How would you describe the congregation's specific vision for ministry? How will this vision impact the community?**

As a community for the community, we seek to be a safe harbor that offers acceptance and welcome to all people in the heart of downtown Anaheim. We don't just talk about welcoming others; we actually make room for those who need and want to be part of a

spiritual community in Anaheim. We find joy in our diversity and are a community where seniors and children laugh together and the unhoused among us are known by name.

We seek to live the greatest commandments to love God and love our neighbor. This commitment was set in our congregation's DNA when in the 1880s our church reflected the diversity of Anaheim by offering Sunday School in English, German, Spanish and Chinese. At pivotal moments we choose to stand with those who are marginalized or oppressed. Whether by joining in a march for racial justice in Selma, AL, offering donuts and coffee to Japanese neighbors as they waited to board trains to internment camps, standing against the KKK, or flying a "rainbow flag" to show our solidarity with the LGBTQ+ community, we find ourselves reaching out and standing with our excluded neighbor.

Another way we love and glorify God is through artistic expression. Our choir, made up of faithful volunteers and paid interns, provide inspirational and high-quality choral music each Sunday. We also embrace other forms of artistic expression including a rich history of community and sacred theater.

We gratefully receive and offer God's grace, recognizing that we are not entitled to our blessings, but that they come to us as gifts from God. We humbly acknowledge that God doesn't belong to us. We belong to God. And so, we commit ourselves to continue to shine the light of God through faith and service from the heart of Anaheim.

**Narrative Question 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?**

Our community is eclectic. It bridges ages and demographics, and exists in an urban area where we embrace our different callings and gifts. We have a young, growing gentrification movement in the area immediately surrounding our church. We also draw a significant portion of our membership from neighboring communities. We are located in downtown Anaheim. Like most cities, we have a noticeable unhoused population. We support a number of organizations that work to provide food and shelter for the unhoused as well as addressing other needs in the area. In the fall of 2026, Vibrant minds Charter School will open on our campus. The anticipated presence of 450 elementary-aged students (over 75% coming from low-income households) will open the door to new mission and partnership opportunities. We hope our vision of using our sanctuary as a venue for the arts will further our engagement with the community as a whole.

**Narrative Question 3: How will this call 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?**

From our vision of being a community for the community and a lengthy discernment process, we have set a goal of transforming our large sanctuary into a vibrant community venue for non-profit performances, plays, and concerts. We are looking for a pastor to help us address immediate facility needs, staffing requirements, and long-term community engagement to realize a vision of an inclusive, dynamic sanctuary that serves both the congregation and the wider community.

**Narrative Question 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 toward the vision and mission established.**

We are looking for a person who will be able to preach relatable sermons that may include innovative ideas that will hold the attention of listeners. We want a pastor with the skills to resource the Session and congregation to achieve the goals of the church. As a small church with a large facility, we are seeking someone with good organizational skills and the experience to motivate and engage the congregation in the work of ministry. Energy and sense of humor will be needed to communicate our values and goals when working with city officials, professional people, and all age groups on our campus and surrounding areas.

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

- Work with Session to implement comprehensive shared vision for Anaheim First Presbyterian Church that supports inclusion, community outreach, Christian Education, and worship development.
- Coordinate closely with Session and Worship Committee to develop services with our Minister of Music and our Pianist/Organist.
- Moderate the Session (which includes developing the monthly Docket) and oversee Deacon activities.
- Participate in evaluating staff.
- Provide spiritual leadership.
- Provide pastoral care such as counseling, home and hospital visits, weddings, baptisms, and memorial services.
- Oversee development of Christian Education programs and teaching activities, teachers, and childcare personnel.

- Establish positive relationships with community leaders and organizations.
- Establish positive relationships with our campus partners—our Parish Nurse, Family Promise, OCCO, Presbytery, Vibrant Minds School, and the Morning Star congregation.
- Oversee and work closely with the Finance Committee of Anaheim First Presbyterian Church.
- Facilitate regular Bible Study and related educational opportunities for the congregation.
- Work closely with our Office Administrator to develop weekly Orders of Worship, special weekly communication i.e. “E-Blasts”, and any needed outreach communication to our special homebound members.
- Build and maintain relationships with staff, volunteers, and individuals at Los Ranchos Presbytery/Synod/General Assembly.

## **Links**

Church Website: [www.anaheimfirstpres.org](http://www.anaheimfirstpres.org)

Mission Study Report: <https://docs.google.com/document/d/19arBHP-TV-Jv6y-jvdVRUJoKwJaYxCJT/edit?usp=sharing&oid=116918239753287934327&rtpof=true&sd=true>

*Our Property Partners:*

Presbytery of Los Ranchos

[www.losranchos.org](http://www.losranchos.org)

Orange County Congregations Community Organizing

[www.occcopico.org](http://www.occcopico.org)

Family Promise of Orange County

[www.Familypromiseorangecounty.org](http://www.Familypromiseorangecounty.org)

Vibrant Minds Charter School

[www.Vibrantminds.us](http://www.Vibrantminds.us)