



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION**
100 WITHERSPOON STREET
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
Fax # (502) 569-5870
www.pcusa.org/clc

MINISTRY INFORMATION FORM

Ministry ID: 00518 _____

Ministry Name: La Canada Presbyterian Church _____

Mailing Address: 626 Foothill Boulevard _____

City: La Canada _____ State: CA _____ Zip Code: 91011 _____

Telephone Number: (818) 790-6708 Fax Number: (818) 790-9264

Email: PNC@lacanadapc.org _____

Web site: www.lacanadapc.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: 593 _____

Church School Attendance: 397 enrolled _____

Church School Curriculum: Orange _____



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
 8% Asian
 Black or African American (African Native, Caribbean)
 2% Hispanic Latino/Latina, Spanish
 6% Middle Eastern
 Native Hawaiian or Other Pacific Islander
 84% White
Other _____

Presbytery: San Fernando Presbytery

Synod: Synod of Southern California & Hawaii

Community Type (select one)

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

Clerk of Session Contact Information:

Name: Stephanie Mullin_____

Address: 4812 Indianola Way_____

City: La Canada_____ State: CA_____ Zip Code: 91011_____

Preferred Phone: 818-512-0692_____ Alternate Phone_____

E-mail: shillermullin@gmail.com_____ FAX_____



***Select below the position to be filled and the minimal number of years of experience required
(e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
<u>5-10+ work with medium to large church</u>	Head of Staff (Multi-staff Pastor, who supervises two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



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? X No _____ Yes

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

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

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

Statement of Faith Required X Yes _____ No _____

Mission Statement

What is your congregation's or organization's Mission Statement?
Be and Make disciples of Jesus Christ via "Belong, Serve, Grow"



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.

La Canada Presbyterian Church (LCPC) was established in 1946 and, in the spirit of Jesus Christ, ministers to an intergenerational congregation with an emphasis on families, mission outreach, and the community. Supported by Biblically-focused teaching, LCPC encourages adults, youth and children to Be and Make Disciples of Jesus Christ via "Belong, Serve, Grow". We believe LCPC is a beacon for church community to the surrounding area, known as a caring church to our members, attenders, and the community at large. Our congregants come from locations radiating from La Canada and beyond, with more than 50% outside of La Canada, generally from the communities lining the foothills of the San Gabriel Mountains, including Altadena, Pasadena and Glendale and La Crescenta.

Meeting our mission and building relationships and discipleship through Biblically-based worship is a primary focus at LCPC. With two services on Sunday, traditional and contemporary, LCPC provides opportunities to connect and unify us to Jesus Christ. Supporting worship and beyond, LCPC is known for our comprehensive and high-quality Music & Worship Arts, which include Adult Choir, Children's Choir, Praise Band, Bell Choir, and Orchestra along with frequent public performances. Throughout the past two years of the COVID-19 pandemic, LCPC has made adaptations to continue active ministry and worship. The knowledge and sophistication of the technology team has provided opportunities for flexibility, with services on line, in person, and through a hybrid combination.

We have fostered many traditional and entrepreneurial ministries within LCPC. LCPC ministry programs include Children's Ministry, Youth Ministry, Parent Education, Congregational Care and Adult Ministries, especially through Small Groups and Life Groups. Parent Education is a tremendous asset to the congregation, educating and nurturing parents in a Christian atmosphere by providing quality education, resources, support, and friendships. This one distinct important program brings over 400 people to the campus each week, the majority of which are not LCPC congregants, reflecting our emphasis on family, community, and outreach.

Many of our ministry concepts have been generated by lay people in the congregation, including Parent Education outlined above, the Infant Care Center, and Lay Counseling. The Infant Care Center (ICC) is licensed to provide care for infants and toddlers on weekdays. The Lay Counseling and Stephen Ministry exists for the purpose of providing both the congregation and the community at large with trained Christian helpers. It is designed to meet the problem situations of those people in need of para-professional level counseling, serving people with special needs in times of concern, conflict, or crisis. Vacation Bible School, outdoor movies in the parking lot, and Wednesday Merge programs are just a few examples of ongoing creativity and support of local families.



We are invested in a spectrum of mission outreach programs, both locally and globally. In addition to providing financial support, we have sent people around the world for outreach along with offering service opportunities weekly, monthly, and periodically with ministry partners in the greater Los Angeles area. As an example, in the fall of 2019, LCPC launched a new outreach initiative: “Thriving Children; Thriving Families.” Through this, we work to build relationships that help create an understanding between our different life experiences and dedicate ourselves - time, talent and treasure - to loving our neighbors and shining Christ’s light in ways that help the children and families of northwestern Pasadena thrive. Recognizing that we are “sent” by God, we are exploring ways that we as a congregation are sent to love our nearby neighbors. Outreach offers connections for people passionate about leadership, hospitality, youth, children, and caring for those sick or grieving.

LCPC has a history of hosting various community programs including Scouts and Al-Anon, La Canada Unified School District, and we have numerous points of contact with Fuller Seminary. Our exceptional campus facility supports the church community, ministry, and mission outreach and we have recently entered into a partnership with Interwoven New Worshiping Community on our campus.

2. How do you feel called to reach out to address the emerging needs of your community or constituency? In response to Christ’s command to “go and make disciples,” we seek through worship to share the good news and love of God with those who seek to belong, grow, and serve in our community and surrounding area, throughout Los Angeles, and all over the world. La Canada Flintridge (LCF), population 21000, is an affluent suburb of Los Angeles nested in the foothills of the San Gabriel Mountains, adjacent to La Crescenta, Glendale, and Pasadena. The LCF community is known for its strong educational emphasis (public and private), small town feel, and family values. LCF is surrounded by vast economic, ethnic, and educational diversity within just a few miles of our church campus.

To address the needs of our community, our various ministries include Children (Sunday school, infant care, children’s choirs, camp programs, VBS), Youth, (Jr. High and High School programs, fellowship, Small/Life groups, mission trips, camps), Parent Education, Adult (Small/Life groups, special classes, Men’s/Women’s programs, retreats, prayer services, and other spiritual formation programs), and Caring (individual and group support, Lay Counseling, Stephen Ministry, Deacons, visitation and assistance).

We aspire to reach out even more effectively and engage the unchurched, and we desire to grow to include and involve our diverse neighbors within LCF and beyond. We value collaborative leadership, and we passionately and generously support a wide range of mission and outreach work through numerous community and global partnerships.

While it has been a challenge to continue these programs during the social gathering constraints of the pandemic, we are pleased with the constant efforts and enthusiasm of our staff and congregation. As an example, in early February 2022, 39 high school students attended a weekend camp and throughout this school year, staff have offered a comprehensive approach to children, youth, and families on Wednesdays through our Merge program.



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

Building on our past success and momentum, our new Senior Pastor will lead us, inspire us, create new energy, and promote caring for one another. Our Senior Pastor challenges us through dynamic preaching and teaching with a strong Biblical focus. As a directive, yet calming, non-anxious, and non-reactive leader our Senior Pastor connects us as a congregation to focus on Jesus and doing God's work. Investing in the staff and cooperatively enabling the team to carry out ministry, our Senior Pastor is an experienced strategic leader. Through participation in the LCPC community, our Senior Pastor teams with the Associate Pastors, Directors, staff, Session, and Deacons to provide assertive leadership, encouragement and support to the congregation in articulating and implementing its vision. Dedicated to spreading God's Word around the world and in our local area, our Senior Pastor builds community and brings people together, operating from a position of credibility and trust. Fostering a growing ministry that builds unity, brings healing, promotes reconciliation, and generates excitement, our Senior Pastor promotes discipleship for the Session, staff, and congregation and brings generations together for Christ. Our Senior Pastor possesses the skill sets needed for fundraising, inspiring us to generous giving commensurate with our ministry and outreach visions. We have a strong expectation that our Senior Pastor and family will be involved actively in the church and local community and the greater Los Angeles area.

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

The ideal candidate will possess these characteristics and skills:

- Deep love for and commitment to Jesus Christ as our Lord and Savior
- Deep dependence upon God and a spiritual life that reflects this dependence
- Ability to model Christ-like leadership, humility, behavior, and hospitality
- 5 to 10 years of experience as associate or senior pastor in a mid-size or large congregation
- Desire to serve in a PCUSA congregation with diverse theological and political views and bring people to Christ's table where all are welcome
- Ability to communicate effectively orally and in writing and relate to people of diverse ages and backgrounds in the areas of interpersonal communication, group leading and teaching, and public speaking and preaching
- Well-developed administrative and organizational skills with the ability to manage simultaneously multiple projects, people, and teams and include others in decision making
- Willingness to engage lovingly with the congregation and surrounding community
- Proven ability to recruit, nurture, and equip lay leaders for service
- Interest and experience in making disciples of newer Christians
- Proven ability to help a church achieve stewardship goals



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

Preach

- Develop the preaching plan for the whole worship year, recognizing the distinction of separate traditional and contemporary worship services
- Preach 38-40 Sundays each year, as well as other special worship events
- Guide the Associate Pastors and staff team to lead worship and administer the sacraments

Teach

- Lead, encourage and implement LCPC's vision of "Be and Make Disciples of Jesus Christ via Belong, Serve, Grow" into the complete active life of the congregation through development of a structured process and programs to help people realize spiritual growth in Christ
- Expand the teaching ministry at LCPC, which guides the discipleship and spiritual formation of the congregation
- Work with the Associate Pastors and staff to offer a range of learning opportunities such as teaching a weekly Bible Study and/or book study or spiritual formation class

Lead

- Provide positive leadership, encourage, coach, and maintain morale for the staff, including the extended staff of Parent Education and the Infant Care Center
- Engage the Session, staff and congregation in planning for the future ministry and mission direction of the church, with focused planning on family ministry
- Moderate Session and congregational meetings
- Attend committee meetings as needed and requested
 - Regularly participate in Personnel, Financial Management, Stewardship and Worship Committee meetings
- Work with Personnel and Session to review, and if needed, restructure staff alignment
- Attend to additional duties as requested by Session

Build Community

- Lead the staff, Session and congregation to understand and resolve differences with the objective of greater peace and unity in the church
- Participate in the life of the church, encourage in-person attendance, and speak when invited at congregation events such as VBS family night, Parent Ed Gala, All Church Camp, music concerts and appropriate retreats
- Represent LCPC in local community and regional events, especially with local and global mission partners
- Officiate at weddings and funerals as requested
- Represent LCPC in other levels of the Presbyterian Church (USA) government, such as the Presbytery of San Fernando



Invest and Support

- Guide the development and ongoing enhancement of a process for assimilating new members into the LCPC community, ministry and mission
- Lead the congregation to reach out to unchurched and de-churched people in the geographic/online/local community and region
- Help LCPC to grow in size and depth, reaching out to an increasingly diverse ethnic population in the area
- Promote all the ministries, outreach and mission programs of LCPC

Fundraise

- Assertively and passionately address the stewardship goals of LCPC
- Nurture a culture of generosity with the awareness of our responsibility as stewards of all God's gifts
- Grow ministry through stewardship growth

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)

Lacanadapc.org



*LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER		
	Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.	Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
x	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	x Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
COMMUNICATION		
x	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



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.
x	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.
x	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.	x 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.	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 \$140,000_____

Maximum **Effective** Salary_____

Housing Type _____ Manse

X _____ Housing Allowance

_____ Open To Either (Manse or Housing Allowance)



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: The Rev. Dr. Mike Harbert _____

Address: 1210 N. Chester Avenue, Pasadena, CA 91104 _____

Phone Numbers: 831-915-4413 _____

Relation: Presbytery Staff, PNC liaison to COM _____

E-mail: mharbert@sfpresby.org _____

Name: Rev. Kristen Leucht _____

Address: 2357 Caracas Street, La Crescenta, CA 91214 _____

Phone Numbers: 818-613-3682 _____

Relation: former pastor and Church Consultant, Board of Pensions _____

E-mail: kleucht@pensions.org _____



Name: Rev. Dr. Gareth Icenogle _____

Address 626 Foothill Boulevard, La Canada, 91011 _____

Phone Numbers: (818) 790-6708 _____

Relation: Interim Senior Pastor _____

E-mail: gareth@lakanadapc.org _____

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

Name: Greg Cook and Lynne Graves _____

Address 626 Foothill Boulevard _____

City: La Canada _____ State: CA _____ Zip Code: 91011 _____

Preferred Phone: (818)790-6708 _____

Alternate Phone _____

E-mail Address for PNC Communications (required): PNC@lakanadapc.org _____

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature