

Opportunity Profile

Pastor/ Head of Staff

Lincoln Presbyterian Church
Stockton, CA





OVERVIEW

Lincoln Presbyterian Church has a rich history of strong worship and community. Through the years our church has had times where spiritual and numerical growth were evident, and there have been seasons when a directional change was needed and implemented. Now is a time of true hope as Lincoln anticipates a new day, while recognizing with gratitude the solid foundation that has been laid. Lincoln seeks to enter a time of renewal, growth, and influence in the city of Stockton. Many pieces are already in place, but we seek an organized administrative leader-of-leaders who will help equip others in discipleship efforts so that together we reach a growing community with the Gospel.



Lincoln Presbyterian Church strives to bring people and God together in an authentic, winsome relationship with Jesus Christ. This is evident in the focus on LIFE groups (small groups). We value people gathering to study the Word and supporting one another through life's joys and challenges.

On Sunday mornings there is a loving atmosphere as people come together to worship and fellowship with one another. We strive to make people feel cared for and welcome.

There is strong support for children and students, as we desire to see young lives transformed by a committed relationship to the Lord that will continue to be an integral part of their lives into adulthood.

OBJECTIVE

Lincoln Presbyterian Church (Lincoln) is conducting a pastoral search, calling for a dynamic leader and excellent communicator with a heart for people who can lead the next season of growth.

We are looking for a person with a heart for God, an understanding of Scripture, and the ability to teach from the Word while not being not afraid to speak the truth even when it is difficult.

Lincoln is seeking a Pastor/Head of Staff who is committed to outreach and evangelism, developing volunteer leaders, shepherding staff, caring for the congregation and who is driven by a love for God, the community of Stockton, and disciple-making.

The ability to offer spiritual direction and counseling to staff and those seeking guidance is important. There needs to be an understanding of our past while leading us on a God-ordained journey for the future. Talent to work with lay leadership to build a culture of ministry with a focus of outreach in the immediate neighborhood and Stockton is desirable. Looking forward to our new building to be completed in 2019, we need a person of vision who has a way to share and implement that vision through leading, delegating, and supporting staff and volunteers.

We value integrity, transparency, and approachability. We trust this person will be able to balance church and family with their responsibilities, understanding a work day is not always 8-5. We believe a sense of humor and an ability to relate to all age groups is critical.

Our Denomination:



Lincoln Presbyterian Church is a congregation of the ECO (Covenant Order of Evangelical Presbyterians) denomination founded in 2012, whose mission is to build flourishing churches that make disciples of Jesus Christ. ECO seeks to cultivate a healthy, diverse, resource-rich ecosystem where pastors and congregations can flourish. As part of ECO, Lincoln has access to life-giving resources, support, and a network of churches committed to the body of Christ helping it to grow, thrive, and multiply.

Our Beliefs:

At Lincoln Presbyterian Church, we believe in a Trinitarian God - one God in three distinct Persons - the Father, the Son, and the Holy Spirit. We believe Jesus Christ is the one and only Son of the Living God, as Lord of all and the sole way to salvation. We believe Jesus Christ must be at the center of our lives and that making disciples of Jesus is at the core of our ministry. We believe in the authority of the whole of scripture. The Bible is the unique and authoritative Word of God, which teaches all that is necessary for faith and life. The prominence of God's Word over our lives shapes our priorities, and the unrivaled authority of the Bible directs our actions to be in concert with Christ's very best for our lives. We believe in theological education, constant learning, and celebrating knowledge as one of the treasures of our Reformed heritage

We believe guidance is a corporate spiritual experience. We want to connect leaders to one another in healthy relationships of accountability, synergy, and care. We believe in unleashing the ministry gifts of all. We believe in living out the whole of the Great Commission – including evangelism, spiritual formation, compassion, and redemptive justice – in our communities and around the world.

We believe in calling people to the core of what it means to be followers of Jesus. We believe identifying and developing gospel-centered leaders is critical for the church, and a great leadership culture is risk-taking, innovative, and organic. We believe congregations should vigorously reproduce new missional communities to expand the Kingdom of God.

We believe in guiding people with their spiritual journey. We believe our spiritual journey has four concepts:

Know God – Accept Jesus and be baptized, spend time in the Word and prayer, attend worship services, and become a member of Lincoln.

Find Freedom – Join a LIFE Group, attend church regularly.

Discover Purpose – Realize God made you with a special personality, unique talents and experiences, and discover and use your spiritual gifts.

Make A Difference – Serve and volunteer at Lincoln, get involved in the community of Stockton.

PROGRAMS & MINISTRIES

The foundational pieces already in place:

Facilities: Lincoln’s campus is situated on nearly 3 acres of land. The footprint of Lincoln includes a sanctuary that seats 275, classrooms, activity hall, kitchen, youth room, and office space. Lincoln is in the midst of a 10,000 square foot multi-use building project with a full gymnasium, more classrooms, and a warming kitchen.

Session Board: Lincoln’s Session Board is made up of 12 Elders. Session is charged with the spiritual, financial and policy governance of the Congregation.

Deacon Board: Lincoln’s Board of Deacons is made up of 18 people. Deacons minister to those in need in accordance with the scriptural duties of the office.

Staff: Lincoln has 8 staff members who oversee the ministries and day-to-day business of the church. Additionally, Lincoln has 6 part-time staff members who perform specific roles within the life of the church.



Ministries:

Adult Ministries

Adult ministries are thriving at Lincoln. There are open opportunities for all to grow as Christians and to serve our local church and community. The strongest ministry for our church is seen in approximately 33 LIFE groups (small groups) with over 290 in attendance. We strongly believe in LIFE groups as a way of staying connected as a family of Christ.



Children’s Ministry:

Include: Awana, Sunday School, Pre-K Sunday School Class, Nursery, Child-care, VBS/Sports Camp, Trunk or Treat, and more.

Community Opportunities:

Include – pot-lucks, celebration dinners, Fourth of July lunch, Sunday morning coffee and snacks, National Night Out, Quilting, and more.

Outreach:

Local – Gospel Center Rescue Mission, Serve Stockton, Church wide Yard Sale, Neighborhood outreach, and Pregnancy Help Center.

Global – Missionaries, His Little Feet, Lithuania, Compassion International.

Student Ministry

Sunday and Wednesday Night Youth Groups, Mexico, Hume Lake, and various serving opportunities.

Worship Team

Ushering, greeting, security, folding bulletins, sound, words on the wall, set-up, tear-down, clean-up, lock-up, and anything else to facilitate successful, Spirit-filled Sunday services, and special events.

Potential Programs for the Future:

Sports for all ages, after school program, church family fellowship events, neighborhood and citywide outreach opportunities.

THE CHALLENGES

While a strong foundation exists at Lincoln, the new leader will face challenges common to many churches as well as challenges particular to Lincoln. Challenges ahead include:

Growth: Growth, as part of the Great Commission as well as the expansion of current ministries, needs to happen and must be ongoing. Attracting new members of all ages and ethnicities, with an emphasis on younger families, will be a blessing.

Leadership Development— Lincoln is blessed with outstanding lay leadership; however, more leadership depth is needed and necessary for future growth. The new Pastor will need to speak more deeply into the lives of the volunteer leadership and interns under their care, to partner in the mission of discipleship.

Volunteerism: Lincoln needs to inspire its members to volunteer for work in ministries. Financial assistance has been good but volunteering time and talents not as forthcoming. Nothing promotes the feeling of family or brings people together more than working together. Leadership development, training and team building are needed. Recent changes to new member classes will endeavor to “plug people in” to areas of service in the church; however, current members could also use some inspiring nudges.

Outreach: Increased impact on our immediate neighborhood and a greater presence through service to the greater Stockton community is a desire of many. Attention here would also foster growth and increase our cultural and ethnic diversity. Outreach could also involve more partnering with other churches, connecting with schools and colleges, and mission projects/trips for members of all ages. Our new activity building will allow for many opportunities to involve the community in sports, after school activities as well as more fellowship for our church family.



Program Diversity: It is time to evaluate our current programs and to investigate new ideas that might attract and help retain new members and younger members but not short change our current and older members. Many new ministries are on our wish list with the realization that creativity and strong leadership are needed.

QUALIFICATIONS AND PROCESS



It is likely that the right leader for Lincoln Presbyterian Church is leading a church-based ministry in a congregation where they have similar leadership responsibility. This individual will have demonstrated not only gifts, skills and motivations for discipling and growing a church, but also be able to cast a vision of how Lincoln can be impactful in the communities of Stockton.

Candidate Criteria Summary

- Master of Divinity Degree or equivalent;
- Be in the ECO denomination OR willing to be ordained and affirmed of the Essential Tenets of ECO;
- Have 5+ years as associate or lead pastor, or comparable leadership in ministry preferred;
- Be evangelical in belief and practice and reformed in theology;
- Adhere to, and live in accordance with 1 Timothy 3:1-7;
- Demonstrate an ability to work with diversity;
- Be effective teacher of God's Word;
- Be outgoing and have a sense of humor;
- Lead your life as a Biblical model citizen;
- Represent Lincoln in the community;
- Be Honest, Authentic, and Transparent;
- Embrace our Vision, Mission and Core Values and work with the church and its leadership to implement them;
- Invest in people by caring for their souls, growing their faith, and working to help them use their gifts for ministry;
- Provide pastoral care for congregants;
- Disciple the congregation to bring the good news of God's Word to our community and beyond;
- Accomplish the mission of the church through building relationships, coordinating ministries, and setting vision;
- Preach the Gospel emphasizing the absolute authority of Scripture;
- Provide leadership for growth and organizational development and staff management.

Compensation and Housing

- Salary Range with Housing Allowance \$80,000 - \$90,000
- ECO Retirement Plan Enrollment
- 6 days or 48 hours of sick leave annually in accordance with CA Law
- ECO Health Insurance Offered
- Vacation - 160 hours
- Professional Development
- Study Leave after one year of employment - 10 days

Application Process

We encourage anyone who has the qualifications and senses a potential calling for such an opportunity of service to contact us and discuss this position. Alternatively, you may know someone you wish to recommend for this position.

In order to provide a more complete picture of you and your abilities, please send 1) a cover letter with a brief description of your interest and how you can fulfill God's purpose through this position, 2) your resume and 3) on a separate document, please also provide succinct responses (no more than 400 words per answer) to the following questions:

1. Give your brief testimony of your relationship with Jesus. How is that personal relationship nurtured today?
2. Based on what you know about Lincoln Presbyterian Church, what excites you about this opportunity and how do you feel uniquely qualified for this position?
3. Describe a ministry experience/season where you were able to see effective team ministry take place (speaking to your ability to train and release others for leadership)?
4. Name three experiences that you deem most relevant to shaping you for this position at Lincoln.
5. Name three primary influences in the development of your ministry philosophy and leadership (authors, mentors, examples, pastors/professors, etc.) How have each shaped you?
6. Where do you sense you need to grow the most in order to become more effective as a Pastor and Head of Staff?

Preaching & Teaching

We would love to see and hear a sampling of your preaching & teaching. Please send at least two links each of both video and audio files of your preaching or teaching.

References

Please also provide at least four references (including at least one previous supervisor, one subordinate and one peer). Indicate your relationship with each and include phone and email information for each person. —*We will not contact your references until later in the process and only when you approve.*

Submit these responses (in Word or PDF format) along with your cover letter and resume to:

Pastor Nominating Committee – pnc@lincolnpres.org

Demographics:

Lincoln:

Lincoln's worshipping community is conveniently located central to all opportunities in and around Stockton. Lincoln is well-respected in the community and has a great reputation in both the faith and unchurched populations. Lincoln's membership roll is 375 with weekly worship attendance at 275 – 300.

City of Stockton:

Founded in 1849, Stockton is the 13th largest city in California, with a population of 320,544 and the County seat of San Joaquin County, population 745,400. Stockton is situated amidst the farmland of California's San Joaquin Valley, a sub region of the Central Valley. Around Stockton are thousands of miles of waterways which make up the California Delta. There are four international airports (Sacramento, San Francisco, San Jose, and Oakland) within a two-hour drive. Educationally, Stockton is part of four public school districts and there are more than 40 private elementary and secondary schools. For higher education, Stockton features San Joaquin Delta Community College and the University of the Pacific.

Things to Do in Stockton:

- Stockton Ports Minor League (Single A) Baseball
- Stockton Heat Minor League (Triple A) Hockey
- Stockton Kings Minor League Basketball
- Play Golf at one of 6 golf courses in Stockton
- Boating, water skiing or fishing on the Delta Water Ways
- Visit the Haggen Museum
- Visit the Children's Museum
- Visit Pixie Woods or Mickey Grove Parks
- Concerts in the Park
- Shopping at Sherwood and Weberstown Malls
- Shop and Dine in Lincoln Center (next to Lincoln)
- Enjoy dining which features all kinds of cuisine
- Enjoy bike rides, jogging or walking on the Delta levees
- Go to the Symphony or enjoy watching a play
- Go the movies or bowling
- Children's and Youth sports, music, and dance programs
- See live entertainment and concerts at the Bob Hope Theater
- Go to the Library
- Stockton Asparagus Festival and San Joaquin County Fair
- Laser Tag and Sky Zone Trampoline Park



Near Stockton:



- Visit San Francisco (82 miles) – Fisherman's Wharf, Pier 39, Golden Gate Bridge, Golden Gate Park, Professional Sports, Broadway Plays, Concerts, Art Gallery's
- Go to the Beach and see the Pacific Ocean (115 miles) – Boardwalk
- Visit Sacramento (45 miles) – State Capital, Old Sacramento, Sacramento Kings, Sacramento Rivercats, Shopping, Dining, Sacramento Zoo
- Go to the Mountains (40 – 125 miles) – Hiking, Camping, Fishing, Hunting, Skiing, Snow Boarding, Boating
- Go to Disneyland (375 miles) – Okay, not so near, but less than 6 hours away

