



## **Pastoral Search Process:**

### ***Information Summary***

*last modified: August 20, 2009*

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# WHO WE ARE:

## Introduction:

Trinity Presbyterian Church is a young congregation in the coastal college town of San Luis Obispo, California. We are affiliated with the Presbyterian Church of America (PCA) denomination as part of the Northern California presbytery.

This document provides information to candidates for the position of Senior Pastor.

## Purpose Statement:

Trinity Presbyterian Church exists to glorify and enjoy God through both worship and mission. To this end, we strive to be a community marked by:

- ◆ gospel-centered corporate worship which is celebratory, reverent, and rooted in scripture,
- ◆ robust discipleship ministry which encourages growth in knowledge, character, and practical wisdom, and
- ◆ grace-fueled mercy ministries which address both our broken relationships with God and the related brokennesses which follow from that.

## Brief History:

<i>Summer 1995</i>	A new PCA church is planted in San Luis Obispo by Brian Kay, a seminary student at Gordon-Conwell Theological Seminary and assistant at the Coastal Presbyterian Church (PCA) in Los Osos, CA, with Rev. Bill Hawk assisting. Evening meetings begin at Meadow Park Recreation Center in July.
<i>Jan. 1996</i>	Rev. Brian Kay completes seminary and becomes the church's full-time pastor.
<i>May 1996</i>	Trinity Presbyterian Church is officially named and moves to the Mt. Carmel Lutheran Church building, continuing evening meetings. Rev. Brian Kay receives his M.Div. degree from Gordon-Conwell.
<i>June 1997</i>	Trinity moves to the SLO Odd Fellows Hall and begins Sunday morning services.
<i>1998</i>	Rev. Bill Hawk leads weekly Gospel Transformation study group.
<i>April 2001</i>	Rev. Bill Hawk leaves Trinity to return to his home church in Paso Robles.
<i>Sept. 2001</i>	Trinity changes status from a "mission" to a "particular" church of the Northern California presbytery. In an installation service with prayer and laying-on of hands, ruling elders, deacons, and Pastor Rev. Brian Kay are elected.
<i>2001 to 2003</i>	Rev. Christopher Ribaldo serves as part-time assistant pastor.
<i>Feb. 2002</i>	Trinity initiates missionary support, beginning with Williams family in Asia.
<i>Sept. 2002</i>	Mark Fletcher is elected as a ruling elder, joining Gordon Claassen and Dan MacKirby.
<i>Jan. 2006</i>	Trinity moves from SLO Odd Fellows Hall to SLO Seventh Day Adventist Church building. Children's ministries and Sunday School are added to Trinity's program.
<i>Jan. 2008</i>	Scott Peterson joins Trinity as part-time assistant pastor.
<i>Jan. to June 2009</i>	Rev. Brian Kay begins his sabbatical leave with the approval of the church membership. In April 2009, Brian submits his resignation as senior pastor to Trinity's leadership team. In June 2009, the Trinity membership votes to release him from his call.



## **Church Culture & Challenges:**

Using categories from Tim Keller's 2003 essay, "The Cultures of the PCA," Trinity can be described as a Reformed-Evangelical congregation, with minority contingents of Reformed-Historicals and Reformed-Conservatives.

However, despite a diversity of views on various secondary points of doctrine and practice, Trinity remains unified in our commitment to the God of Scripture and to each other. Central to this is a conviction that we are all sinners with no hope outside of Christ's gracious work of redemption; therefore we must relate to each other with humility. This unity is reinforced through our emphasis on high-quality expository preaching that is Christ-centered, practical, and deep yet easily understood.

A few noteworthy philosophy of ministry positions which our session has adopted (officially or unofficially) are summarized as follows:

- ◆ Women are allowed to serve and minister in the same capacities as unordained men.
- ◆ When it comes to 'political' speech from the church, we choose to remain primarily focused on the gospel rather than focusing on particular issues. While affirming the ultimate authority of Scripture, we take care to be respectful of the complex decisions and convictions involved in individual political choices.
- ◆ Trinity appreciates the value of a variety of musical styles and sources in worship, both historic and modern. Typical church services incorporate both hymns and modern worship choruses, with the key qualification that they be faithful to the Word.
- ◆ We choose to maintain a focus on providing generous, full-orbed support to a small number of missionaries.
- ◆ Trinity does not endorse theonomic or other "Christian Reconstruction" movements, the "New Perspective on Paul," or the "Federal Vision" movement.

While we are glad for what God has done in our congregation and wish to maintain our key focus on the teaching of Scripture, there are many areas where we acknowledge the need for growth:

- ◆ Our session was instituted in 2001 with only two ruling elders, and we have only had between one and three since that time, leaving our elders and pastor with heavy burdens.
- ◆ Two large portions of Trinity's congregation are college students and young parents with pre-school children. This has an impact on our church resources, as many have limited ability and/or willingness to commit time and energy to particular ministries.
- ◆ Trinity has a long history of ministries being started and not consistently maintained due to lack of participation and/or leaders moving away with no one to step in for them.
- ◆ In recent years, the above items have led to deterioration of multiple areas of Trinity's ministry. Particularly, we have noticed declines in ministries of lay equipping, hospitality, outreach, and prayer.
- ◆ As can be seen from the *Trinity Facts & Figures* section (p. 3), we have been operating at a financial deficit over the last two to three years. It should be mentioned that measures have been taken to reduce spending (such as eliminating our rented office space), and that Trinity does have a history of increasing giving to meet needs as the congregation is made aware of them.

A .pdf sample of a typical (non-communion week) order of service is available online at:  
[http://www.trinityslo.org/images/Bulletin\\_2009\\_0726.pdf](http://www.trinityslo.org/images/Bulletin_2009_0726.pdf)



## Church Priorities:

Listed below are ministry priorities for Trinity Presbyterian Church, as taken from a congregational survey given on July 12, 2009:

### High Priorities

**1. Proclamation of The Word:**

*The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.*

**2. Spiritual Development & Equipping:**

*Pastor shares members' struggles regarding the Christian faith, provides spiritual insight and education to individuals and groups on beliefs, concerns, and doubts regarding Christianity; opportunities provided for reflection and discussion.*

**3. Teaching Responsibility & Elder Training:**

*Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the church and current events; provides instruction for church officers, educational leaders, new members, and inquirers; provides leadership in the selection and training of elders.*

**4. Congregational Visitation:**

*Pastor and church officers develop and carry out a systematic plan for visitation of the entire congregation, with special attention to prospective members and those with special needs. Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.*

**5. Worship Leadership:**

*Pastor and session work to develop a rich worship life, educating the congregation for meaningful participation.*

**6. Congregational Fellowship:**

*Emphasis placed in developing fellowship, helping members to know one another; building groups which give members the opportunity to love and support one another.*

### Medium Priorities

**1. Counseling**

*Initiate a counseling program for assisting those in and outside the church; appropriate referrals made when needed.*

**2. Evangelism**

*Pastor and congregation share faith in Christ as personal savior in total lifestyle; seek to lead others within and outside the church to accept Jesus Christ: congregation is informed, trained, helped to establish effective evangelism programs for the church.*

**3. Missions Beyond the Local Community**

*Awareness of the church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified; person challenged to support, study and/or visit mission programs on six continents.*

### Low Priorities

**1. Ecumenical and Interfaith Activities**

*Involvement with other congregations and the denominations in the community in presenting a united Christian witness in the community.*

**2. Congregational and Denominational Responsibilities**

*Place a priority between local church and assembly responsibilities. Congregation and session should know and be involved in the work of the denomination.*



## Trinity Facts & Figures:

### 1. Average Attendance:

Sunday Worship – Total	85
Sunday Worship – Members	70
Sunday Worship – Families with Children	15

### 2. Sunday Morning Schedule:

Corporate Prayer	9:45 – 10:00 am
Refreshments	9:50 – 10:15 am
Worship Service & Preschool	10:15 – 11:30 am

### 3. Small Groups:

Mid-Week (Co-Ed, Moms, North County, Seniors, Women)	5
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### 4. Paid Staff:

Interim Pastor	1
Interim Pastoral Interns	2
Other Part-Time Paid Staff (Worship Leader, Accounting)	2

### 5. Lay Leadership:

Ruling Elders	0 active, 2 inactive
Deacons	4
<i>(Trinity is currently operating with a temporary session, with elders borrowed from Covenant Presbyterian Church (PCA) in Paso Robles)</i>	

### 6. Church Finances: (see Church Culture & Challenges, p. 2)

#### **2007 Actual**

Income	\$173,600
Expenses	\$180,500

#### **2008 Actual**

Income	\$172,700
Expenses	\$207,300

#### **2009 Budget (as of 8/09)**

Income	\$65,000
Expenses	\$71,300

#### **Reserves (approximate, as of 8/09)**

\$48,000

### 7. Rental Agreements:

Seventh Day Adventist Church	Sunday & Wednesday
Office space	None
Storage space	1 Storage Locker

### 8. City of San Luis Obispo Demographic Information

Population	44,750
Median resident age (as of 7/08)	26.2 years
Ethnic Makeup (all listed groups > 2%, as of 7/08):	
White non-Hispanic	78.7%
Hispanic	11.7%
Other race	4.8%
Two or more races	3.6%
(Races below 2% threshold)	(balance)
Median household income	\$42,526
Median single family home selling price	\$472,500



# WHO WE ARE LOOKING FOR:

## Candidate Profile:

### Ministerial Requirements

1. Candidate must meet the requirements of I Timothy 3:1-7 and Titus 1:5-9.
2. Candidate must be a teaching elder in good standing with a Presbyterian Church in America (PCA) Presbytery, with at least 3 years of church leadership experience.
3. Candidate must be committed to Reformed theology and to the system of doctrine set forth in the Westminster Standards.
4. Candidate must be a man of prayer.
5. Candidate must be a committed and capable visitor among the flock.

### Personal Qualities

1. Candidate must be a married male, preferably over 40 years of age.
2. Candidate's family must demonstrate loving, Christian hospitality.
3. Candidate must be able to motivate and lead people with a shepherd's heart.

## Candidate Strengths:

Listed below are the top six strengths desired in a new pastor, in order of priority, for Trinity Presbyterian Church, as taken from a congregational survey given on July 12, 2009:

#### 1. Preaching

*The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.*

#### 2. Teaching

*Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the church and current events; provides instruction for church officers, educational leaders, new members, and inquirers.*

#### 3. Discipleship

*Pastor and session encourage relationships within the church, with the goal of spiritual growth, especially in those new to faith.*

#### 4. Leadership Training

*Pastor provides leadership in selection and training of elders. Facilitate good communication between administration and congregation.*

#### 5. Pastoral Visitation

*Pastor provides a systematic plan for visitation of the congregation, especially those with special needs and prospective members.*

#### 6. Evangelism

*Pastor and congregation share faith in Christ as personal savior in total lifestyle, seek to lead others within and outside the church to accept Jesus Christ: congregation is informed, trained, helped to establish effective evangelism programs for the church.*

