



Canyon Hills Presbyterian Church
190 S. Fairmont Blvd Anaheim, CA 92808
Office 714-637-7660
Fax 714-637-8652
www.canyonhillspc.org

MINISTRY INFORMATION FORM

Ministry ID: 10533

Ministry Name: Canyon Hills Presbyterian Church

Mailing Address: 190 S. Fairmont Blvd.

City: Anaheim

State: CA

Zip Code: 92808

Telephone Number: 714-637-7660

Fax Number: 714-637-8652

Email: office@canyonhillspc.org

Web site: www.canyonhillspc.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 160 (in person and online)



CANYON HILLS

PRESBYTERIAN CHURCH

***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
	Head of Staff (Multi-staff Pastor, who supervised 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)
0-2	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) Associate Pastor for Spiritual Engagement

*Employment Status

X ___ 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 _X_ No ___

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 ___X___

Other _____

Language Requirements

___x___ English ___ Spanish ___ Korean ___ French ___ Arabic ___ Armenian ___ Creole ___ Portuguese ___ Japanese ___ Russian ___ Swahili ___ Burmese ___ Cambodian ___ Indonesian ___ Laotian ___ Thai ___ Vietnamese ___ Taiwanese ___ Cantonese ___ Mandarin Chinese ___ Twi ___ Sign Language ___ Other

Statement of Faith Required ___X___ Yes ___ No



Mission Statement

What is your congregation's or organization's Mission Statement?

The early church message was simple and clear, love God and love neighbor. When we are working to fulfill our gospel call, people's lives will be transformed for Kingdom living. We are a community of believers who seek to live authentically and audaciously as we foster confident faith, create a place to belong and engage in meeting the needs of those in our community and beyond our borders.

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.

Canyon Hills Presbyterian Church is a transformational church engaged in emerging ministries that endeavor to increase the spiritual vitality of our parishioners. Building upon our foundation as a legacy for our future is the hope that inspires our leaders.

The session has adopted 3 expressions of our identity as pillars for our future and how we will share the good news of Jesus Christ with our neighbors.

Open Doors

We have a responsibility to provide radical hospitality to the people of this world. This is where we build bridges and reflect the welcoming love of God in the world.

Foster Faith

This is where and how we grow closer to God and to our fellow Christians. Fostering faith means that we are growing in our own personal faith, but also as a community of faith. These two components are inseparable.

Engage Needs

We serve Jesus by serving others, and in the process of seeking out those who are in need. Feeding them, clothing them, encouraging them, validating them, and affirming their worth as Children of God. There is no one too lowly, none too shameful, none too far gone down the path of sin.



2. How do you feel called to reach out to address the emerging needs of your community or constituency?

We are the local, neighborhood church for people experiencing imperfect lives where grace, forgiveness, care and support are offered and where judgment is left up to God alone. Canyon Hills Presbyterian Church seeks to be a place of welcome, belonging, learning, healing, growing and fellowship. We share what we have with those in need as God directs.

We are siblings in faith with all the goodness and struggles that come with family. We are intentional about maintaining a big tent for our congregation that includes people from a variety of faith traditions and backgrounds or no tradition at all.

We work to connect our faith to all aspects of life so that so our commitment to Christ becomes central to who we are and what we do. We are encouraged as believers in Jesus Christ to experience the presence of God in our daily lives. We support the spiritual formation of our parishioners through imaginative, multi-dimensional worship and a variety of ways to connect and belong throughout the week.

We see how family dynamics today are complex and challenging. We strive to be a resource for families working to raise morally grounded, faithful children who experience God's love through care and compassion of the church.

We are mindful of the ways God is calling us to be good neighbors and stewards in our local community and beyond. With local partners we work with those living on the margins of society. We work with Presbyterian Disaster Assistance and have a long-standing partnership with sister churches in Tijuana, MX as well as other global partners.

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

We seek a pastoral leader to help us expand our ability to respond to the needs of the community. As Associate Pastor for Spiritual Engagement, this person will assist with nurturing the vitality of our parishioners to love others as demonstrated by Jesus Christ and encouraged by the Holy Spirit.

This person will identify opportunities to engage with all members of our multigenerational congregation as part of their call. We desire a person who views effective teaching and counseling as crucial elements of a vibrant church. The associate pastor should demonstrate biblical scholarship and impart his/her knowledge to the congregation through adult education classes and guidance in our children/youth programs.



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

- Dynamic faith in Jesus Christ.
- Spiritually grounded and continuing to grow in faith.
- Strong desire and ability to create authentic faith experiences with parishioners of all ages.
- Passion for community service and engagement.
- Ability to develop a vision and plans from listening to the congregation, the Holy Spirit and their own heart.
- Innovative, creative thinking.
- Appreciation of various worship styles and expressions within the Reformed worship tradition.
- Strong communication skills including Biblically sourced sermons that speak to current culture.
- Reformed, inclusive theology.
- Demonstrated commitment to building personal relationships, outreach, and pastoral care.
- Ability to foster growth of lay leadership.
- Collegial leadership style.
- Confidence.
- Sense of humor.
- Appreciates organizational and strategic planning.
- Experienced with current social media/technology tools to support today's hybrid ministry.

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

Primary Role: To aid congregation in fulfilling its vision and mission, by engaging in programs of spiritual formation for students and families, developing opportunities for ministry with multi-generations and supporting connections with local, regional, global service and mission partners.

Other Duties:

- Work collaboratively with the head pastor to provide vision, leadership, resources that encourage holistic Christian Formation via various programs and engagements.
- Implement models for ministry that apply to the needs and challenges of our community.
- Build relationships with families within our congregation.
- Provide oversight to all areas of Children's Ministry.



- Establish a ministry with middle and high school students and their families
- Participate in worship planning and leadership including preaching 6-8 times/year, officiating sacraments, worship assistance, other acts of liturgy, weddings, funerals as directed by head pastor.
- Assist in designing new worship experiences to connect all age groups within the congregation.
- Participate in all required meetings.
- Serve in Los Ranchos Presbytery seeking opportunities to work cooperatively with other churches in the presbytery.
- Seek to establish ecumenical relationships within the community.

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)

www.canyonhillspc.org
www.losranchos.org



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	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.	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.
X	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.
X	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.)
X	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.	X	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.	X	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.
	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.
	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.		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		
	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.	<input checked="" type="checkbox"/> 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.
	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
<input checked="" type="checkbox"/>	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 Annual Salary \$ 70,000

Maximum Effective Annual Salary \$80,000

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: Rev. Tom Cramer _____

Address: PO Box 910, Anaheim, CA 92815-0910_____

Phone Numbers 714-956-3691 x112_____

Relation Presbytery Executives _____

E-mail: tcramer@losranchos.org

Name: Rev. Lynn Stone _____

Address: 19301 E. Yorba Linda Blvd., Yorba Linda, CA 92886 _____

Phone Numbers 714-777-6822 _____

Relation: Pastor of neighboring church _____

E-mail: lstone@ylpc.org



Name Lynda Fink
Address 4745 E. Swallow Ave.
City Orange State CA Zip Code 92869
Preferred Phone 714-342-9100 Alternate Phone _____
E-mail: lsteuben@gmail.com

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

Name Marianne Mann
Preferred Phone : 714-501-5445
E-mail Address for PNC Communications (required): mmann771@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____
DocuSigned by: Marianne Mann Date 10/13/2022
DB474BDC713E439...
Signature

Clerk of Session _____
DocuSigned by: Lynda Fink Date 10/12/2022
61B8E613E54A486...
Signature

Presbytery _____
DocuSigned by: Russell Worth Date 10/13/2022
8BEA61D8021B46C...
Signature