

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 72542.AB0**

**Ministry General Information**

<b>Ministry Number</b>	72542
<b>Ministry Name</b>	San Diego Presbytery
<b>Mailing Address</b>	3707 Udall Street San Diego, CA 92107
<b>Phone</b>	619-224-2490
<b>Fax</b>	
<b>E-Mail</b>	OfficeMgr@presbytersd.org
<b>WWW Address</b>	www.presbytersd.org
<b>Ministry Size</b>	N/A

<b>Ethnic Composition</b>	
	American Indian or Alaskan Native 1%
	Asian 3%
	Black or African American (African Native, Caribbean) 3%
	Hispanic Latino/Latina, Spanish 3%
	Middle Eastern 1%
	Native Hawaiian or Other Pacific Islander 1%
	White 88%

<b>Average Worship Attendance</b>	0
<b>Church School Attendance</b>	0
<b>Curriculum</b>	
<b>Yoked</b>	False
<b>Presbytery</b>	SAN DIEGO PRESBYTERY
<b>Synod</b>	SYNOD OF SOUTHERN CALIFORNIA & HAWAII
<b>Community Type</b>	N/A
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Executive Director
<b>Experience Required:</b>	5 to 10 Years
<b>Specific Title:</b>	Executive Director
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

# Church Leadership Connection

## The Call System for the Presbyterian Church (U.S.A.)

**Training/Certificate Requirements:**

**Other Training:**

**Brief Church Mission Statement:**

We are spiritual, missional, and relational leaders assisting and supporting congregations to become communities of faith, hope, love, and witness.

**What is the congregation's or organization's vision for ministry:**

We move toward our vision by:

- Planting churches: In partnership with the God who does new things, and consistent with the practice of the early Church, we develop new worshiping communities that bear God's presence and promises in emerging contexts.
- Vitalizing churches: Celebrating the power of God who spoke Creation to life, we help congregations connect to the ways God is already working among them and around them to bring fresh vitality to their Christ-centered mission and ministries. We also fellowship with one another to strengthen collaborative relationships and carry out the charge to love one another as Christ has loved us.
- Discerning with churches: With the guidance of the Holy Spirit and authority of Scripture, the presbytery actively works and prays with leaders and congregations to recognize God's will and call for seasons of movement, waiting, or transition.
- Aligning our polity to be more mission focused: Honoring Christ's charge to the church to make disciples, teach, baptize, and love, we actively work to ensure our governing processes, documents, and systems move us in partnership with God's priorities.

Our ideal leader will be strong in leadership and vision to help us steward God's resources as we work to ensure staffing, property, and funding decisions are consistent with vision and mission priorities.

**How do you feel called to reach out to address the emerging needs of your community or constituency:**

As a body of people invited by God's grace to follow Christ, we see Jesus' example of love, mercy, and humble service to others, and we seek to faithfully answer his call to "go and do likewise." (Luke 10:37, John 13:14-15)

Knowing that God is already at work in our communities, we are guided by our desire to join in what the Lord has already begun to do. As we understand it, that work includes:

- Expanding the proclamation and demonstration of the Gospel of Jesus Christ in San Diego and Imperial Counties;
- Discovering effective and biblical ways of sharing the gospel with those who do not yet know Jesus Christ as their Savior and Lord; and
- Faithfully committing to the new things God has placed on the hearts and minds of our congregations.

Because our presbytery and its various congregations serve different and diverse communities, we also feel called to more authentically reflect the unique and ever-changing context of each congregation and the emerging needs within the communities where God has planted - and is continuing to plant - us. We believe that a visionary leader with experience in cultivating congregational diversity and nurturing community ties can help our relatively homogeneous congregations become more fruitful in mercy, justice, inclusion, and reconciliation.

**How will this position help you to reach your vision and mission goals:**

The Executive Director (ED) will bear primary responsibility for encouraging leadership within the Presbytery to fulfill its stated purpose. She or he will serve as the spiritual, business, and organizational leader of the Presbytery, offering direction, initiative, and accountability.

The ED will work with Presbytery leadership on creating goals to implement the mission for the Presbytery and to create strategic partnerships among teaching elders, ruling elders, and congregations within the Body of Christ in the local community and throughout the world.

He or she will also work collaboratively with congregations to lead the transition of teaching elders and commissioned ruling elders (CREs) and to provide support and counsel to transitioning staff in cooperation with committee on ministry and committee on preparation for ministry.

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

## Church Leadership Connection

### The Call System for the Presbyterian Church (U.S.A.)

The Executive Director will need to support the vision and mission of the Presbytery San Diego and demonstrate a personal commitment to - and a deep and abiding faith in - Jesus Christ by living in accordance with his teachings and demonstrating a passion for bringing others into fellowship with him.

Required education and experience for work in this presbytery includes:

- Ordination as a Teaching Elder or Ruling Elder in Presbyterian Church (USA)
- Understanding of the organizational structure of the Presbyterian Church (USA) and experience in management of non-profit organizations
- Possession of a valid California Driver's License with required insurance coverage

Other characteristics desired include:

- Proficiency in finances and budgeting, identifying potential threats and opportunities.
- Ability to communicate effectively, both orally and in writing, with Teaching Elders, Ruling Elders, Presbytery staff, and visitors.
- Capacity and willingness to build, nurture, and maintain meaningful relationships across cultural boundaries.
- Servant leadership skills to effectively build teams, work collaboratively, inspire staff, plan, and mentor.
- Dependability, organization skills, and ability to successfully work independently.
- Commitment to ethical conduct and an ability to maintain confidentiality in accordance with the Employee Handbook.
- Ability to mediate and respond to difficult situations with tact and diplomacy.
- Established computer literacy.

#### **What specific tasks, assignments, and program areas will this person have responsibility?**

The priorities of the role of the Executive Director are to:

- Work with Presbytery leadership on creating goals to implement the mission for the Presbytery.
- Create strategic partnerships among Teaching Elders, Ruling Elders, and congregations within the Body of Christ.
- Lead Presbytery as Head of Staff, including conducting annual reviews for all staff personnel.
- Work collaboratively with the Stated Clerk to ensure a continuation of Presbytery organizational functions.
- Serve as the spiritual, business, and organizational leader of the Presbytery.
- Serve as liaison to Synod and General Assembly.
- Serve as the official spokesperson for the Presbytery.
- Serve ex-officio without vote and support the standing committees and steering committees of the Presbytery as identified by the Presbytery's Manual of Operations in maintaining accountability and integrity. Attend the Presbytery Executive Committee Meetings and, as requested, other committee meetings.

The Executive Director may also be asked to do the following:

- Work collaboratively with congregations to support the transition of Teaching Elders and Commissioned Ruling Elders (CREs); provide support and counsel to transitioning staff in cooperation with Committee on Ministry and Committee on Preparation for Ministry.
- Perform any other responsibilities assigned by the Presbytery, Presbytery Executive Committee, or the Presbytery's Manual of Operations.

#### **Optional Links:**

Office of the PCUSA General Assembly  
<https://oga.pcusa.org>

Synod of Southern California & Hawaii  
<https://www.synod.org>

Cyclical, Inc.  
<http://www.cyclicalchurches.com>

#### **Leadership Competencies:**

Hopeful

Spiritual Maturity

Communicator

Change Agent

**Church Leadership Connection**  
**The Call System for the Presbyterian Church (U.S.A.)**

Organizational Agility
Strategy and Vision
Financial Manager
Interpersonal Engagement
Bridge Builder
Initiative

<b>Compensation and Housing: Cost of Living Calculator</b>
<b>Minimum Effective Salary:</b> \$95,000
<b>Housing Type:</b> N/A

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Rev. John Moser	3707 Udall St. San Diego, CA 92107	(707) 301-7958	Current Executive Presbyter, Presbytery of San Die	EP@presbyterysd.org
Nancy Harber	5075 Campanile Dr. San Diego, CA 92115	(619) 582-8480	Ruling Elder, Presbytery of San Diego	office@fpsd.org
Rev. Mark Hong	8939 S. Sepulveda Blvd. Ste.11 #250 Westchester, CA 90045	(310) 686-7401	Synod Executive and Stated Clerk, Presbytery of Sa	MarkHong@synod.org

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 05/17/2022</b>

<b>Self-referral Contact Information</b>	
<b>EP:</b> Rev John Moser	<b>Address</b> 3707 Udall St, San Diego, CA, 92107
<b>Daytime Phone</b>	<b>Office Phone</b> 619-224-2490
<b>Fax</b>	<b>Email</b> ep@presbyterysd.org
<b>COM:</b> Nancy Harber	<b>Address</b> 6148 Jackson Dr., La Mesa, CA 91942
<b>Daytime Phone</b> 619-318-7779	<b>Office Phone</b>
<b>Fax</b>	<b>Email</b> nharber@cox.net
<b>PNC:</b> Rev. Sam Codington	<b>Address</b> 5075 Campanile Dr., San Diego, CA 92115
<b>Daytime Phone</b> (619) 582-8480	<b>Office Phone</b>
<b>Fax</b>	<b>Email</b> office@fpsd.org