



**PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION  
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Toll Free 1-888-728-7228 ext. 8550  
Fax # (502) 569-5870  
[www.pcusa.org/clc](http://www.pcusa.org/clc)**

### MINISTRY INFORMATION FORM

Ministry ID 00578

Ministry Name **First Presbyterian Church of Newhall**

Mailing Address 24317 Newhall Ave

City: Newhall State: CA Zip Code: 91321

Telephone Number 661-755-4269 Fax Number

Email [favalessa@presby-newhall.org](mailto:favalessa@presby-newhall.org)

Web site <https://www.presby-newhall.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





**\*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
<u>0 to 25</u>	Head of Staff (who 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) \_\_\_\_\_ PASTOR \_\_\_\_\_

**\*Employment Status**

\_\_\_\_\_ Full Time                      \_\_\_\_\_ Part Time                       X  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 \_\_\_\_\_  
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

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## Mission Statement

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

“At First Presbyterian Church we invite people to follow Jesus Christ in a community where we **EXALT** God in Worship, **EMBRACE** one another in love, **ENCOURAGE** spiritual growth, and **EQUIP** every person for ministry in the church and world.”





## 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.

We are a vibrant, multi-generational, inclusive family of faith. We seek to be caring, welcoming, passionate, faithful, and empathetic followers of Jesus Christ. We love worship, music, children, youth and adults' programs. We care for others in our community and the world. Our fellowship groups engage with each other in Bible study, prayer and support. We are an active community of faith who invite others to participate in our activities, ministries, and missions. We encourage all to share ministry and leadership.

Our vision is lived out in worship, both in-person and live-streaming, with traditional Elder led liturgy, a time for children, hymns, organ, choir, bell choir and praise band. We come together in prayer to be inspired and challenged from the pulpit, weekly Bible studies, and Adult Ed. Classes. We have congregants who are theologians, biblical historians, scientists, and scholars who share faith and knowledge in our weekly gatherings.

We support community groups: Little Shepherd's Nursery School, Scouts of America, Narcotics Anonymous, and Hope Theatre Arts. We co-house Grace Korean Church, Iglesia Christiana, and share worship and events with Santa Clarita Christian Fellowship, a neighboring multi-cultural church.

We are a mission-focused church supporting missionaries locally, nationally, and worldwide. Our Amor group has built homes for families in Tijuana for 23 years, and our clean water mission has completed projects in Laos and Ecuador.

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

Besides several International missionaries and missions we support, we support local organizations such as A Light of Hope which provides mental health support for youth and young adults, Alzheimer's



Walk, Bridge to Home which provides shelter for adult individuals, Project Angel Tree which provides Christmas gifts to children of incarcerated parents, and ZOE International which rescues children from human trafficking. FPCN holds a monthly food drive to support the Santa Clarita Grocery Project. Each fall we run an Alternative Christmas, benefiting local and international charities.

We have active Deacons and Stephen ministry, Prayer Chain, lunch bag ministry, and a handcrafter's group which provides for those in need. We invite the community to yearly events including VBS, community yard sales, and Trunk-or-Treat.

We stay aligned with Scripture and adapt programs and modalities based on our changing needs with programs such as the Matthew 25 group, diversity in worship (in-person and streaming) and music (choir, praise band, and handbells.)

Through our Outreach Committee and individual effort, we are working to build up our family's membership and bring our neighbors and friends to know the love of Jesus Christ. Our Outreach Committee has an updated website to "get our word out" to our community. We have a welcome table to greet visitors. Our church marquee, updated weekly, keeps the community updated to our events and has thought-provoking messages.

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

The person who fills the ministerial position will fully and passionately link to our vision and mission goals. They will strengthen our church community by providing the role of the ordained pastor for our congregation in the sacraments, moderating Session, teaching new members, providing leadership with the Presbytery of San Fernando, and supporting Christian outreach in our community and the numerous missions that represent an essential cornerstone for our church.

The pastor will provide a solid foundation in the Holy Bible with an awareness of the various styles of learning and worship represented in the congregation. The services led by the pastor will purposefully lead each congregant to be met by the Lord in prayer and word.

They will be a Christ follower and encourage us to be the same. Then, as an aware leader, the pastor will assemble the congregation's talents and inspire those unaware of their gifts to see how God can use them to create a better world.



A critical support role of the pastor will be in preparing us to be effective missionaries in our community. The pastor will guide us to be aware of the work of the Holy Spirit by recognizing our growth through prayer. They will help us work toward creating authentic relationships that lead to new disciples. They will create an environment that reaches young families and adults while including the whole range of age groups within the church, allowing all to call FPCN home.

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

Our greatest need going forward is to grow this inclusive family of faith. With this in the forefront, the following are needed characteristics:

- Be a visionary leader with growth-oriented strategies.
- Be able to deliver dynamic messaging from the pulpit.
- Be passionate about working with the youth and children and work collaboratively with our Youth and Children Directors to reach out to the families in our community.
- Be willing to engage in social and spiritual issues and to address the issues of the day.
- Be a good communicator both in-person and through technology such as email, text, and social media.
- Be a leader who embraces practices that attend to their self-care and spiritual development.

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

We are seeking a pastor that can effectively communicate our vision with our community. The pastor will be available to speak to members of our church family about their spiritual needs and offer Biblical insights.



Preaching should center on the Gospel and how this is a precious gift to each person so we may grow in love for Christ and each other.

The pastor will help us to grow in our understanding of the Bible.

We are seeking a pastor to be in harmony with our church family and fellowship, worship music, and mission work.

The pastor needs to use multiple media to communicate to the community.

The responsibilities will include: staff administrator, preaching, session moderator, counseling, pastoral care, new member/confirmation classes, administration of sacraments, weddings, funerals, and baptisms, committee meetings as needed, support for nursery, children's and youth ministries, church fellowship involvement, and working with existing and developing new lay leaders.

### OPTIONAL LINKS

Mission Study 2022 <https://www.presby-newhall.org/mission-study-fpcn-2022/>

Annual Report 2022 <https://www.presby-newhall.org/13269-2/>  
(password protected: Psalm33)

Lenten Devotional 2023 <https://www.presby-newhall.org/lenten-devotionals-2/>  
(password protected: ACTS21:8)

Monthly Newsletters <https://www.presby-newhall.org/newsletter-archive/>  
(password protected: Matt1619)

### **\*LEADERSHIP COMPETENCIES**

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

### **THEOLOGICAL/SPIRITUAL INTERPRETER**



X	<b>Compassionate</b> – 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.		<b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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	<b>Spiritual Maturity:</b> 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.
	<b>Lifelong Learner</b> – 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.		<b>Teacher</b> – 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.
<b>COMMUNICATION</b>			
X	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	<b>Public Communicator</b> - 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.		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
X	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		
<b>ORGANIZATIONAL LEADERSHIP</b>			
	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history,		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.



	relationships and uniqueness of a congregation or organization.		
	<b>Externally Aware</b> - 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.		<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.	X	<b>Decision Making:</b> 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.
	<b>Organizational Agility:</b> 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	<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			
X	<b>Interpersonal Engagement</b> - 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	X	<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.



<p>delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.</p>	
<p><b>Motivator</b> - 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.</p>	<p><b>Personal Resilience:</b> 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</p>
<p><b>Initiative:</b> 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.</p>	<p><b>Flexibility</b> - 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.</p>
<p><b>Self Differentiation:</b> 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.</p>	

**\*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 \$ 75,000 Maximum **Effective** Salary \$ 90,000

Housing Type  Manse

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 **Mike Harbert**

Address 1210 N. Chester Ave., Pasadena, CA 91104

Phone Numbers 831 915-4413

Relation San Fernando Presbytery Associate for Congregational Discernment and COM Liaison to PNC

E-mail mharbert@sfpresby.org

Name **Phil Aijian**

Address 24317 Newhall Ave., Newhall, CA 91321

Phone Numbers 818 618-8628

Relation Interim Pastor FPCN

E-mail clp@presby-newhall.org

Name **Roland Wrinkle**

Address 24244 Bella Court, Newhall, CA 91321



Phone Numbers 818 917-6654  
Relation Congregant in good standing  
E-mail rgwrinkle@gmail.com

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

Name John Favalessa co-chair; Scott Bullock co-chair

Address 24317 Newhall Ave

City Newhall State CA Zip Code 91321

Preferred Phone John 661-755-4269; Scott 661-713-8227

Alternate Phone \_\_\_\_\_

E-mail Address for PNC Communications (required): John: favalessa@presby-newhall.org ; Scott:  
2rsbullock@sbcglobal.net

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*