



Dear Pastor,

New Life Presbyterian Church (NLPC) of Orange County is recruiting our next senior pastor, and we thank you for considering this role. We hope that you will form an accurate and transparent picture of who we are and who we are seeking through this letter and the job description outlining our priorities.

NLPC is a congregation of over 300 communicant members and additional 150 consistent attenders, which meets at our church building in Fullerton, California. We are a congregation of the Presbyterian Church of America (PCA) denomination and the Korean Southwest Orange County Presbytery. Our church was born out of the English Ministry of New Life Mission Church (NLMC) with the support and blessing of the session and congregation. Since our particularization in 2018, the two churches continue to share one roof and are governed under separate sessions. We remain in contact with our former pastors who continue to serve faithfully within the PCA and its missionary sending arm, Mission to the World (MTW).

Fullerton is a large suburb in north Orange County and is central to much of Southern California. Our church members encompass all age groups, with the median demographic being a family with youth group aged children. Two services are held every Sunday with an inter-generational service and communion offered on the first Sunday of the month.

We have an established staff and assistant pastors who serve and oversee our various ministries (including children's, youth, college, singles, women's, and counseling ministries and our community and discipleship groups). 10% of the church income is designated for missions, as we support multiple church plants and missionaries, including two families who are commissioned from our church.

Our website, www.newlifepres.org provides details on the leaders and staff, as well as the vision, mission, and core values of our church. We want to draw your attention to our core values: Reformed in Theology, Counseling in Community, Disciples making Disciples, and Sent and Sending as these values have driven much of the staffing and resource allocation over the past several years. We are excited for this opportunity to see God call a pastor to help lead our leaders, staff, and members to grow in these Gospel endeavors.

If you believe that you fit the job description for the senior pastor and wish to be considered as an applicant, please send a cover letter, resume, and references by email to hr@newlifepres.org. We eagerly await to see what God will reveal through this process of recruiting a senior pastor who has a passion to communicate the Gospel in word and in action. Thank you in advance for your time and effort.

In Christ,
The Pulpit Committee
New Life Presbyterian Church of Orange County



Senior Pastor

Job Description

Vision:

Impact Orange County and beyond by making gospel-centered, compassionate, and missions-minded disciples of Christ.

Mission is to have Members:

- Engage in joyful, multi-generational worship that is spiritually restful, intellectually challenging, and culturally relevant.
- Build a compassionate, vulnerable, and accepting community through biblical counseling.
- Invest in life-giving discipleship that is gospel-centered and missions-minded.

Core Values:

- Reformed in Theology
- Counseling in Community
- Disciples Making Disciples
- Sent and Sending

Visit <https://newlifepres.org> for more information about our gospel-centered, missions-minded church located in Orange County, CA.

Job Description Summary:

The Senior Pastor will report to the session and focus on preaching and teaching, prayer, vision casting, leadership development, and shepherding the elders, deacons, and staff.

Principal Responsibilities:

Preaching and Teaching

- Preach a gospel-centered, expository sermon each Sunday
- Strategize and plan a sermon series for each ministry year
- Oversee all officer trainings
- Lead all membership classes
- Teach Bible studies as appropriate

Shepherding and Pastoral Care

- Counsel and shepherd the session, diaconate, and staff
- Manage the Family and Community Life Pastor and Director of New Life Counseling to provide overall spiritual care for the congregation
- Handle crisis management for the church, including counseling members in emergency situations

Leadership, Management, and Strategic Planning

- Along with the session, set the strategic vision for the church and ensure progress and implementation of such vision
- Work with and lead the session as its moderator
- Actively manage the staff by providing guidance and mentorship, including goal setting and spiritual and professional development, and conduct written performance reviews
- Assess and improve the overall governance and structure of the church, including organizational structure, communication, and ministries
- Ensure the pastoral staff organize and prioritize a God-honoring, gospel-centered Sunday worship service
- Set the culture and ethos of the church by nurturing a spirit of unity and trust
- Lead the annual session retreat for vision setting and evaluation
- Oversee the annual New Life Equip for vision-casting and church-wide servant leader training
- Lead the annual staff planning retreat to strategically plan for the ministry year
- Oversee and lead staff meetings and congregational meetings
- Manage a value/vision-based budget with the diaconate and session
- Actively participate in presbytery and denomination events and initiatives

Requirements:

- Master of Divinity from an accredited seminary
- Minimum of five years of full-time, ordained pastoral experience
- Ordained in the PCA (or willing to transfer to the PCA)
- Theological views that align with the Westminster Standards
- In-depth knowledge of Reformed theology
- Commitment to New Life Presbyterian Church's Vision, Mission, and Core Values
- Exemplary preaching, teaching, and expounding skills and experience
- Extensive experience and strong ability to counsel, including qualities of empathy, understanding, and genuine care for others
- Demonstrated experience managing and motivating staff or volunteers

- Excellent leadership and interpersonal skills, as well as problem-solving and decision-making abilities
- Demonstrate a mature understanding and ability to work within a church environment, build strong relationships with leadership and members, and exhibit a humble, positive and non-cynical attitude toward colleagues and lay members
- Prioritize personal devotional time in the scriptures, life-long learning, and prayer
- Superb written and verbal communication skills
- Ability to maintain a high level of confidentiality, demonstrate tact and diplomacy, and exercise wise judgment
- Ability to learn and use church management software/technology
- Ability to work evenings and weekends and travel, as needed

Preferred Qualifications/Skills:

- Experience with Christian Counseling & Educational Foundation (CCEF) biblical counseling or similar counseling model
- Resiliency, tolerance for ambiguity/flexibility, and high tolerance for input and constructive feedback
- Ability to recognize and develop the gifts and talents of the officers, staff, lay leaders, and members

Salary:

Commensurate with the latest PCA salary survey

How to Apply:

Please send a cover letter, resume, and at least three references* to **HR@newlifepres.org**.

*Three references (name, organization, title, email, and phone):

- A pastor you served under in ministry for at least a year
- A pastoral peer in ministry you have served with for at least a year
- A deacon or elder that you served with or under