

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

**Mif #: 00667.AA0**

**Ministry General Information**

<b>Ministry Number</b>	00667
<b>Ministry Name</b>	St. Andrew Presbyterian Church
<b>Mailing Address</b>	101 Donahue St. Marin City, CA 94965
<b>Phone</b>	415-332-1011
<b>Fax</b>	
<b>E-Mail</b>	office@saintandrewpc.org
<b>WWW Address</b>	http://saintandrewpc.org
<b>Ministry Size</b>	Under 100 members
<b>Ethnic Composition</b>	
	Asian 4%
	Black or African American (African Native, Caribbean) 36%
	Hispanic Latino/Latina, Spanish 1%
	White 59%

<b>Average Worship Attendance</b>	35
<b>Church School Attendance</b>	3
<b>Curriculum</b>	created by youth ministers, including online lessons
<b>Yoked</b>	False
<b>Presbytery</b>	REDWOODS PRESBYTERY
<b>Synod</b>	SYNOD OF THE PACIFIC
<b>Community Type</b>	Suburban
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Solo Pastor
<b>Experience Required:</b>	No Experience
<b>Specific Title:</b>	
<b>Employment Status:</b>	Part-time

<b>Language Requirements:</b>	
	English

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

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
<b>Brief Church Mission Statement:</b>	

## **Church Leadership Connection**

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

St. Andrew is committed to the belief that the Holy Spirit brings men, women and children of all races together as brothers and sisters united in the family of Jesus Christ.

As a multi-cultural congregation, our purpose is to model unity in diversity as we worship God, serve one another, and share with others the transforming love of Jesus Christ in the power of the Holy Spirit. As the body of Christ we covenant to:

- Prayerfully discern the will of God in all aspects of congregational life
- Welcome all who God may bring, mutually sharing in the gifts of our uniqueness
- Value all members equally
- Encourage and celebrate all various points of view with respect, kindness and love
- Actively participate in the life of the congregation through worship, service and financial stewardship
- Strive towards peace and social justice
- Practice the spiritual disciplines of prayer and service in our personal lives

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

St. Andrew Presbyterian is seeking a dynamic called pastor who will work together with us as we all strive to meet our goals of serving Christ and sharing God's love in Marin City and beyond. We seek a pastor grounded in the gospel message and lovingly responsive to our individual troubles, able to offer comfort and direction, both bedside and from the pulpit, someone who can inspire us with the power and joy of Jesus' love, whose sermons can attract new families, while helping old-timers build on what we have learned together. We seek someone who can help us grow in faith as individuals and as a community, expanding in our mission to all in need, as well as expand in size so that we might be able to effectively meet those needs. We long for a pastor of genuine warmth and kindness, who remains thrilled by the Truth, the Way and the Light, who wants to live in that, and exhort each of us to find our way in the church and on the path of our Lord Jesus Christ. We are committed to praying that God's will be done in our congregation and are full of hopeful anticipation to see His plans revealed.

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

We want to mentor youth, serve the elderly, and generally try to be there for everyone of every age wherever they may be, with our hearts and our transportation and our finances and our prayers. Our challenge is to continue to reach out to our neighborhood and our community and to be a beacon of God's love and light; to reflect the diversity of Marin City in regards to race, gender, age and socioeconomic levels. We want to support high quality early childhood education that is accessible to all children in our community. We want to build bridges between people with community activism for racial justice.

As a multicultural integrated church in a predominantly African American neighborhood within a wealthy, white, non-church-going county, we are a rich mission field. We have been referred to as "the white church" in Marin City, because we have some white members. People from all over the country return to St. Andrew in times of distress and isolation, for the special energy of acceptance and unconditional love they can find here. For example, a few years ago, an elderly man stood up and introduced himself and his wife saying, " I was at this church 50 years ago as a student at Golden Gate Seminary. I have been a pastor in Ohio ever since, and we are out here to support our son, who is undergoing a sex-reassignment surgery. I remembered this church as the kind of place I could ask for prayer support."

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

We seek a leader who will inspire the congregation to live out our mission goals in the community.

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

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Our pastor will be described as follows:

- loves the Lord and lives out that love through connecting the congregation and the community surrounding us
- energetic
- good listener
- involved in community outreach
- warm and compassionate
- people-centered person
- knows about Marin City and its relationship to the surrounding areas
- knows about the history of St. Andrew
- understands the business of being a church
- uses inclusive language, welcomes all people and values diversity with regards to gender identity, racial identity, ethnicity, national origin, socioeconomic status, age, physical ability and political perspective

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

This position will be PT (28 hrs/wk) to start. We formerly had a FT pastor, and we fervently hope to expand this position to FT in the future when our budget allows.

- Plan worship services & provide outstanding biblically-based sermons a min. of 36 times/year; assist with arranging pulpit supply as needed with Worship Cmte
- Moderate Session Mtgs & work with Clerk to prepare agenda
- Use virtual media & technology to enhance outreach to church community, to deliver worship services & Bible study as needed
- Participate in the Marin City Community Pastors Association
- Provide pastoral care & counseling to members, visit the sick and shut-in, offering Communion on the first Sundays of each month as time allows
- Lead, inspire, & equip the session and congregation to develop and effectively operate the ministries of the church (Worship&Music, Budget&Finance, Buildings&Grounds, Fellowship)
- Administer the church's program by leading, directing, & supervising prof. staff: Church Office Admin. & contract personnel: Music Dir. & Accountant
- Conduct annl performance reviews for staff
- Maintain advisory role with Deacons, supporting & guiding them in the financial sustainability of the S. Marin Food Pantry; coordinate with Deacons to extend care & comfort to the sick & bereaved
- Assist & resource Youth Ministry in recruiting, motivating, & training youth and adult leadership to draw & engage youth in deepening their faith in Jesus Christ, & growing in active participation in the church

### **Optional Links:**

<http://saintandrewpc.org/>  
<https://www.facebook.com/SaintAndrewMarinCity/>

### **Leadership Competencies:**

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Culturally Proficient

Entrepreneurial

Organizational Agility

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Strategy and Vision
Interpersonal Engagement
Personal Resilience
Initiative

<b>Compensation and Housing: <u>Cost of Living Calculator</u></b>
<b>Minimum Effective Salary:</b> \$40,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Kamal Hassan	Sojourner Truth Presbyterian Church, 2621 Shane Dr., Richmond CA 94806	510-222-2020	Neighboring pastor	
Stephanie Ryder	Redwoods Presbyterian Church, 110 Magnolia Ave., Larkspur CA 94939	415-924-4832	Neighboring pastor	stephryder1@gmail.com
Laurie Garrett-Cobbina	227 Temple Way, Vallejo CA 94591	415-453-4513	Interim pastor	l_garrett-cobbina@redlands.edu

<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 09/08/2020</b>

<b>Self-referral Contact Information</b>	
<b>PNC:</b> Andrea Norwood	<b>Address</b> 48 Buckelew Street, Marin City CA 94965
<b>Daytime Phone</b> 415-286-3300	<b>Office Phone</b>
<b>Fax</b>	<b>Email</b> anor48@gmail.com