



## Presbytery of San Gabriel

# MONDAY MORNING UPDATE

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Monday, July 30, 2018

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## PLEASE REMEMBER

Please remember Northminster Presbyterian Church of Diamond Bar in the Prayers of the People in your worship service on Sunday, August 5, 2018.

## ON THE CALENDAR

Tuesday, July 31 - Presbytery Executive Commission 6:00 at Pasadena Presbyterian Church.

## A REFLECTION FROM OUR EXECUTIVE PRESBYTER, WENDY TAJIMA

Then I heard the voice of the Lord saying, "Whom shall I send, and who will go for us?" And I said, "Here am I; send me!" -*Isaiah 6:8*

### July 30, 2018: What Is a Pastor, part 2

Last week I was so excited about the incoming group of new pastors, I made two big mistakes: I spoke too loosely about the searches, and I committed to writing a follow-up column on the topic of pastoral leadership.

It's ironic that I spoke so loosely, as I always go to great lengths to repeatedly teach, implore, and demand that pastor nominating committees take confidentiality extremely seriously. So it's a humbling moment for me to experience how things get

out of hand when dealing with such important information as a pastor search.

The second is in committing to writing on this topic again. I am so undisciplined a writer (as one can guess, looking back at the random variety of topics in this column) that it's a week later, and I can't remember what was so urgent that I felt the need to speak to this! This also happens those very few occasions when I have to write a sermon several days in advance of preaching it. By the time the worship service comes around, the sermon seems stale already, and I have a hard time connecting with the words.

But I don't like to disappoint, so let me speak to my totally non-scientific perspectives on pastors. I will structure the discussion by commenting on some common terms for pastors. I start with the qualification that this is a fairly random set of thoughts, so if I have left something out, or you have questions or issue with my views, let me know.

- **Pastor:** This is the title that the Presbyterian Church uses for a teaching elder/minister of word and sacrament who serves a congregation. On the one hand, it distinguishes a pastor from other ministries, such as hospital chaplain, professor, writer, non-profit leader, or service to the church outside the congregation (eg, mid-council or national staff). But a pastoral function can sometimes focus on the caring ministry, which is critical for any congregational leader but may overlook other important functions such as teacher, administrator, change agent, or community leader.

By the way, the technical term for a solo or lead pastor in the PC(USA) is "Pastor" and other pastors on staff, including associates, are called "Other Pastor." There is no official designation for "Senior Pastor"-the lead pastor among a multi-pastor staff is more commonly called "Head of Staff." I think this acknowledges the administrative function but tries to represent parity between pastors in their sense of call. You'll notice below that the installation vows are exactly the same for pastor or associate pastor.

- **Preacher:** I happen to believe that the preaching function is very important in leading a congregation. It seems to me that the PC(USA) has downplayed the preaching function in favor of critical factors like institutional dependability and credentials. I hope it's not because we've given up encouraging pastors to focus on preaching as perhaps the most important role they have in shaping and guiding the life of a congregation. In seminary I heard of one theory that the preacher develops the shared memory of the congregation, and I definitely have seen congregations making significant changes based on one enlightening sermon.

On the other hand, preaching is not the only function of the pastor, and when pastors get in trouble with a congregation, it's usually not from their preaching. I joke that just about anyone can behave for one hour a week, so you usually don't have problems with pastors in worship. While preaching is very important, it cannot make up for other needs such as effective session leadership, leadership development, pastoral care, or modeling the integrity of Christian life.

- **Teacher:** When I first heard the term "Teaching Elder," I really disliked it. I personally feel more called to the sacramental role of "Minister of Word and Sacrament." But in my administrative function as presbytery executive, I have come to appreciate the way that the title "Teaching Elder" challenges pastors

to teach and empower the church members to carry out the ministry of the church. Too often I have seen how weak and dependent a church can become, especially with a long-term, "highly functioning" pastor, even to the point where the remaining session cannot remember how to lock up the building!

The pastor must remember to prioritize teaching, delegating, sharing decision-making, and other body-building approaches to ministry. It is often harder to NOT do the task at hand, but to enable and encourage others, especially if others are not as well-trained to do it-or the pastor is the only one paid to tend to the church. But the long-term health of a church requires faithful, informed, and active shared leadership.

- **Shepherd:** I personally resist this term, because the image that comes to my mind is that of a human shepherd in the role of tending to and controlling sheep. Pastors are not some other species of being, totally separate and in charge of the congregation, and the Presbyterian view of church membership is exactly opposite of that of a flock of sheep. A better biblical image is that Jesus Christ is the shepherd; pastors might be the "mother sheep" or educated sheep. While the pastor's membership is with the Presbytery, we are strong believers in the priesthood of all believers, so I think any image that denigrates the authority of church members is dangerous, even when it's the church membership wanting to abdicate this authority.
- **Administrator:** Pastors, especially Presbyterian pastors, are required to spend significant time in administrative functions. When I graduated from seminary, the main critique I gave was the lack of training in church administration, especially in the areas of finance, staff/volunteer management, and effective leadership of meetings and groups. My seminary's response was that they expect this to be learned in the internship. But so many current pastors are equally ill-prepared to guide others in this function that they either ignore this in their internship supervision, or their lesson is "this is how I mess up." I believe that pastors who are intimidated by what they don't understand in, say, a financial statement are apt to give it more weight out of fear, or they cannot manage financial matters within a gospel context. To me, some critical issues of justice are lived out or missed in the areas of personnel management or finances. Anyone can be holy in worship, but it takes a bit more effort to apply Kingdom principles to budgets and staff compensation, investment decisions, or even how a session meeting is facilitated.

These are the most common ways we view the pastoral function. I have other thoughts, but again I've run out of space. I hope to return to this topic again, perhaps next week or some other time. But let me close with another excerpt from the Constitution, this time from the Directory for Worship, W-4.04, which are the vows given during an installation. They are helpful for any pastoral relationship.

W-4.0404i(3) (For minister of the Word and Sacrament) Will you be a faithful minister of the Word and Sacrament, proclaiming the good news in Word and Sacrament, teaching faith and caring for people? Will you be active in government and discipline, serving in the councils of the church; and in your ministry will you try to show the love and justice of Jesus Christ?

Following the affirmative answers to the questions asked of the person(s) being installed, a ruling elder shall face the congregation along with the (associate) pastor-elect and ask the congregation to answer the following questions:

- a. Do we, the members of the church, accept [name] as our (associate) pastor, chosen by God through the voice of this congregation to guide us in the way of Jesus Christ?
- b. Do we agree to pray for [her/him], to encourage [her/him], to respect [her/his] decisions, and to follow as [she/he] guides us, serving Jesus Christ, who alone is Head of the Church?
- c. Do we promise to pay [her/him] fairly and provide for [her/his] welfare as [she/he] works among us; to stand by [her/him] in trouble and share [her/his] joys? Will we listen to the Word [she/he] preaches, welcome [her/his] pastoral care, and honor [her/his] authority as [she/he] seeks to honor and obey Jesus Christ our Lord?

May all our relationships as pastors and congregations honor and obey the One we serve, Jesus Christ our Lord.

Blessings,  
Wendy

**Are you interested in learning about root causes of poverty and injustice?  
Would you like to share in mending the brokenness that exists in our world?**

The Presbyterian Peacemaking Program brings leaders from partner organizations to interpret issues of peace and justice each year. By sharing stories of their work and witness, these International Peacemakers help us understand peace and justice concerns around the world.

Come hear firsthand from both an International Peacemaker and a Mission Co-worker who represents the PC(USA) in Haiti. Together Fabienne Jean and Cindy Correll will share stories of connection and partnership between the PC(USA) and ministry partner FONDAMA.

Fabienne and Cindy will be in Southern California from September 22-26.

Please contact Liz Daley at [Liz@Daley.name](mailto:Liz@Daley.name) to schedule a visit.



Fabienne Jean is the coordinator of Hands Together Foundation of Haiti. Known by its Haitian Creole acronym FONDAMA, the network is part of an initiative of the Presbyterian Hunger Program. Her role is to work with the member organizations to find lasting solutions to the problems that impoverish the population of Haiti. The member organizations serve their individual communities in promoting agriculture,

environmental improvements, clean water, and education. The organizations address root causes of the country's poverty such as land-grabbing, food imports, and climate change by creating campaigns to reduce their harmful effects.

Cindy Correll worked as reporter and editor for The News Leader in Staunton, Va., until leaving to serve as a Mission Co-worker with PC(USA) in 2013. She serves as a companionship facilitator with the Presbyterian Hunger Program's Joining Hands network in Haiti.

<https://www.presbyterianmission.org/ministries/peacemaking/international-peacemakers/>

### **International Peacemaker from Haiti coming to Los Angeles in September**

The Presbyterian Peacemaking Program brings leaders from partner organizations to interpret issues of peace and justice. The Presbytery of San Gabriel is hosting an International Peacemaker and a Mission Co-worker from Haiti. Together Fabienne Jean and Cindy Correll will share stories of connection and partnership between the PC(USA) and our Haitian ministry partner FONDAMA, an organization working to find lasting solutions to the problems that impoverish the population of Haiti including; land-grabbing, food imports, and climate change. Fabienne and Cindy will be in Southern California from September 22-26.

<https://www.presbyterianmission.org/ministries/peacemaking/international-peacemakers/>

If you would like them to speak at your church contact Liz Daley. [Liz@Daley.name](mailto:Liz@Daley.name)

### **2018 REVIEW OF RECORDS**

Saturday, October 13, 2018 at New Hope Presbyterian Church, Pasadena

## **Meet us in St. Louis Meet us at Stewardship Kaleidoscope September 24-26, 2018**

Looking for ways to transform how your church or judicatory views stewardship? This year's Stewardship Kaleidoscope conference will help you think about generosity in a whole new way! Stewardship Kaleidoscope is an annual event offering keynote speakers and workshops to renew your mind, and worship experiences to renew your spirit. There will also be plenty of time for incredible networking opportunities with others passionate about generosity and giving. Since you've attended a previous Stewardship Kaleidoscope event, we

thought you'd want to be among the first to know about this year's transformative event. [SEE MORE](#) and [REGISTER HERE](#)

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## 2018 Presbytery Meetings

September 15, 2018 @ Calvary Presbyterian Church, South Pasadena  
November 10, 2018 @ First Thai Presbyterian Church, Covina

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## 2018 Presbyery Minimums

Pastor's Miminum Salary: \$53,745  
Travel/Professional Expense Reimbursement: \$2,550  
Study Leave: \$950

### 2018 Mileage Reimbursement Rates:

Ministry .545 cents per mile	Charitable 14 cents per mile
Business .545 cents per mile	

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## Quick Links

[www.sangabpres.org](http://www.sangabpres.org)

[www.synod.org](http://www.synod.org)

[www.pcusa.org](http://www.pcusa.org)

[www.pensions.org](http://www.pensions.org)

## EMPLOYMENT OPPORTUNITIES

### Church Administrator

Westminster Presbyterian Church, 1757 North Lake Avenue, Pasadena, is seeking an individual to be responsible for efficiently administering the office operations in order to provide a welcoming and well run church, for church members, staff and visitors. This position has responsibility for facilities operations, maintaining the church calendar, scheduling events and the use of church space. He/she will work closely with the accountant to ensure that financial statements are accurate and timely. The person in this position will



also assist the Personnel Committee in Human Resource matters.

Qualifications include:

- 3-5 years of supervisory experience including experience in the area of accounting and administration;
- Experience working in a non-profit organization, preferably a church;
- Strong working knowledge of office computer systems: Outlook, Excel, Word, PowerPoint, church accounting software, database software and willingness to learn new systems.

Compensation: \$42,500 - \$47,500 based on experience and ability with medical coverage included.

To apply: Submit resume, and cover letter in pdf format to the attention of the Personnel Committee at [admin@wpcpas.org](mailto:admin@wpcpas.org). Please go to our website:

[www.wpcpas.org](http://www.wpcpas.org)

for a detailed job description. Applications will be received until the position is filled.

## **La Verne Heights Presbyterian Church is looking for a Children's Ministry Summer Intern**

### **RESPONSIBILITIES:**

- \* Teach Sunday school as assigned by the Children's Ministry Director;
- \* Spend time interacting with children on Sunday mornings;
- \* Plan and lead special activities/events for children and families throughout the summer;
- \* Work with adult volunteers;
- \* Other duties as assigned.

**Please click [HERE](#) for a complete Job Description**

La Verne Heights Presbyterian Church  
1040 Baseline Rd., La Verne, CA 91750  
909 593-1017  
[www.lvhpc.org](http://www.lvhpc.org)

### **Emmanuel Hispanic Presbyterian Church**

1111 No. Mountain Ave., Claremont, CA, 91711 is looking for a Temporary pastor, or Student Pastor, half time, who would like to offer his or her leadership in the work and growth of our ministry to the hispanic people in the area where we are located.

The position requires preaching on Sunday morning, conducting a Bible study every Friday evening, some visitation, and cooperating with other activities of

the church.

Salary according to experience and preparation.

Please send your resumé to Zoila A. García, Emmanuel Hispanic Presbyterian Church, 1111 No. Mountain Ave., Claremont, CA 91711. Or to

[iglesiapresbyterianemmanuel@gmail.com](mailto:iglesiapresbyterianemmanuel@gmail.com)



## ***ITEMS OF INTEREST***

**Save the Date - La Casa's Annual Fundraising Dinner**

Thursday, October 11, 2018 6 P.M.

LA/San Gabriel Hilton

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