

# Dinuba Presbyterian Church

## Opportunity Profile

### PASTOR (Solo)



Dinuba Presbyterian Church is a small local church in a farming community nestled at the foot of the amazing Sierra Nevada Mountains. The local area grows not only the most, but the largest variety of fruit, vegetables, and farm commodities in the world. The church enjoys a good reputation in the community. DPC has a strong heritage of great music, vibrant youth groups, Bible-based preaching, and ministry to those in need. Its facilities are modern and fresh and adequate for growth. The opportunities for ministry in our area are great. Through the years, the witness of our church has been strong, but as our congregation has aged, we have not replaced the younger generations. Now we seek a pastor who will lead us to broaden our connection to the community and strengthen our witness and worship.

1250 E. Nebraska Avenue  
Dinuba, CA 93618

(559) 591-6610  
FAX: (559) 591-7840

[DPC.PNC.2019@gmail.com](mailto:DPC.PNC.2019@gmail.com)  
[www.dinubapres.org](http://www.dinubapres.org)

# Church Information Form

## Dinuba Presbyterian Church

A Covenant Order of Evangelical Presbyterians

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### Position to Be Filled

**Position:** Pastor (Solo)

**Job Description:** See attachment

**Employment Status:** Full-time

**Application Deadline:** Open until filled

### Compensation and Housing

**Annual Salary/Housing:** \$55,000-\$75,000

**Benefits:** Retirement, Health insurance as per ECO requirements, Professional expenses

### Qualifications/Characteristics

The congregation is seeking a candidate with a Master of Divinity degree; competence in (1) Preaching/Teaching, (2) Leadership/Administration, and (3) Pastoral Care; and membership in the ECO denomination OR willingness to be ordained in and to affirm the Essential Tenets of ECO.

### Our Mission

To PROCLAIM the Gospel of JESUS CHRIST  
And ENCOURAGE each other to LOVE GOD and SERVE HIM

### Our Beliefs

We believe that God calls Dinuba Presbyterian Church, a body of believers in the gospel of Jesus Christ, to demonstrate God's love in both our community and the world. We believe:

- All scripture is the inspired and trustworthy word of God and the only authority for faith and practice.
- In one triune God – Father, Son, and Holy Spirit.
- God the Father is sovereign over all.
- God the Son, Jesus Christ, is fully God and fully man and the only way to salvation.
- God the Holy Spirit comforts, guides, and intercedes in the life of both the individual believer and the church.
- Christ's death on the cross atones for our sin and his resurrection assures us of eternal life.
- All people need to repent of their sins and have a personal relationship with the risen Lord.
- Every aspect of our lives needs to be transformed by the renewing of our minds. We are to be God's servants, individually and corporately showing God's love and proclaiming the Gospel.
- Christ will come again at any time; there will be a final judgment.
- People will have eternal life either in heaven or hell. Evangelism is urgent.
- Scripture affirms the sanctity of human life. We are all loved and valued by God.
- Personal and corporate worship is a high priority of the church.
- In affirming the Essential Tenets of the Covenant Order of Evangelical Presbyterians.
- Sermons need to be based on the teachings of God's word.

## Who We Are

### Our History

In response to the grace of Jesus Christ, Dinuba Presbyterian Church (DPC) is a congregation with a heritage of over 125 years of continuous ministry. DPC was founded in 1894, and by 1907, the congregation had grown from 35 to 100 members. In 1921, a new church building was erected in the heart of Dinuba, and for nearly 85 years, DPC thrived in that location. During the last two decades, the church has undergone challenging transitions such as members' grown children moving away, Dinuba's changing demographics, not having a permanent pastor for five years, and the process of dismissal from the PC(USA), all of which contributed to a declining rate of new members joining DPC. During this same time period, we were blessed with the construction of Phase 1 of a new multi-use facility, a pastor who shepherded us during the transition to ECO, and committed and gifted new members. Through faithful giving and timely bequests, the church became debt-free in 2017. After this season of transitions, the congregation of DPC is committed to move forward and grow the church.

### Demographics of the Church's Surrounding Neighborhood

Dinuba was founded in 1906 and is now home to 24,000 residents. Located in the heart of the San Joaquin Valley, the city is nestled between Fresno to the north (30 miles) and Visalia to the south (20 miles). A similar split is shared with San Francisco (200 miles north) and Los Angeles (180 miles south). The location also makes Dinuba an affordable place to live. Agriculture is the pride of the valley, which allows the Dinuba area to maintain a community of small-town values while being just a drive away from metropolitan areas; the Kings Canyon, Sequoia, and Yosemite National Parks; and the California coast.

DPC is the Presbyterian presence in Dinuba as well as in the towns of Reedley, Kingsburg, and the surrounding rural areas, which comprise over 50% of DPC's membership. DPC's sphere of influence includes 25.5% White/Non-Hispanic, 69% Hispanic, and 5.5% other ethnic backgrounds. According to the last census, the average family size in Dinuba was 4.04 people with a median age of 27.2 years. Some of our challenges include better engaging with our community and guiding families to know and love Christ. This would give the church new life with expanded opportunities for children, youth, and family ministries. Bilingual skills would be desirable but are not required.

### The Congregation

Our congregation is composed of a loving, caring group of believers who love the Lord. We are sincere Christians who feel called by God to serve and worship Him, and express this through a blended form of worship and a call to obedience and service. Our people love to sing and participate enthusiastically. DPC currently has 100 covenant partners, including a strong core of very faithful attendees. The average worship attendance varies seasonally from 50 to 100. The children's church and nursery has approximately ten attendees each week, and the average adult Sunday school attendance varies from 20 to 32. Our women's, men's, and Sunday morning Bible studies are well attended. Like many churches across the US, our church has suffered losses in both attendance and vitality as the congregants have aged.

### Congregation Demographics

#### Members/Covenant Partners and Worship Attendance for Selected Years: 2008-2018

	2008	2010	2012	2014	2016	2017	2018
<b>Number of Covenant Partners</b>	178	149	109	104	104	104	100
<b>Average Sunday Worship Attendance</b>	104	73	86	80	73	68	64

**Age of Covenant Partners – 2018**

Age Range	71 and above	51-70	36-50	19-35
% of Covenant Partners	57%	37%	2%	4%

**Finance**

**Annual Budgets for Selected Years 2008-2019**

Year	2008	2012	2016	2017	2018
Total Receipts	212,146	182,951	199,269	211,602	224,763
Disbursements	232,823	192,116	208,946	206,458	202,194
End-of-Year Balance	6,490	29,494	5,401	10,546	33,115

**Leadership Structure**

- **The Session**  
The session is composed of seven active and committed elders. The elders’ assignments include Building/Grounds, Discipleship, Fellowship, Finance, Mission, Personnel, and Worship.
- **Deacons and their Responsibilities**  
The Deacon Board is composed of nine members who are very active and committed to minister to those who are in need, to the sick, to the friendless, and to anyone who may be in distress, both within and beyond the community of faith. They maintain regular personal contact with the families of our church, provide daily devotionals, and encouragement and financial support to people in need.

**Staff**

- Pastor (*full-time*)
- Office Manager (*part-time*)
- Bookkeeper (*part-time*)
- Pianist/Organist
- Nursery Attendant
- Custodian

**Ministries**

- **Adult Bible Studies**
  - Monday Morning Women’s Bible Study
  - Friday Morning Men’s Bible Study
  - Women’s Circles (*Lydia and Friendship*), meeting monthly
  - Sunday morning Bible studies: 4-6 weeks each, approximately 5 per year
- **Children’s Ministries**
  - Game Night at nearby apartment complex, weekly
  - Children’s Church
  - Sunday Nursery Ministry
- **Community Outreach Ministries**
  - DPC Moms, a ministry to mothers of preschoolers
  - Apartment Ministry – Game Night
  - Saturday Morning Prayer and Outreach
  - Open Gate (local shelter): Donations, refurbishing the shelter
- **Music and Worship**  
Corporate worship is a high priority and is vital to our church and its evangelism. We desire to involve every participant in worship each time we are together. Our congregation seeks to engage in both traditional and contemporary music to allow the congregation to grow deeper in Christ and worship Him.

- **Fellowship**
  - All-Church Fellowship Group: Cruisers/Kayaks, meeting monthly
  - Women’s Annual Gathering
  - After-church fellowship hour with snacks and coffee, weekly
  - Periodic after-church luncheons, Parish Annual, and movie or game nights
- **Mission**

In 2018, the church gave \$29,723 to missions. Thirteen percent of the 2019 church budget is allocated to these missions: Open Gate, Youth for Christ, FIRM, Calvin Crest, Jaron Ministries, Wycliffe Bible Translators, Partners North Sumatra, Bible League, Hope Unlimited Brazil, Witnessing Ministries of Christ India, and Frontiers. Special offerings support other ministries such as the Dawnings Crisis Pregnancy Center, Tulare-Kings Right-to-Life, Samaritan’s Purse, World Vision, and CRU.
- **Building and Grounds**

The Building and Grounds Committee is charged with maintaining the church’s facilities. Committee and church members contribute to ongoing maintenance. A number of projects and church work days are completed throughout the year.

### Looking Ahead

We are optimistic as we look to the future of Dinuba Presbyterian Church. We can see opportunities in our community and we see the need for a Presbyterian church in our area. We have gone through the hard task of departing from the PC(USA) and joining the Covenant Order of Evangelical Presbyterians, and we have seen the hand of God in allowing us to do that.

We are praying that God will send us a pastor who will learn to love our people and who has a vision for our community, who will rely on the Bible to motivate and inspire in us a deep spiritual longing for God, and who can help in prioritizing the ministries of our church. We hope for a pastor who will lead by example in their relationship and involvement in community events, and who will shepherd us through our various stages of life and work.

### References

Rev. Rich Latta (current pastor, retiring) 783 W. Carpenter Reedley, CA 93654 559-859-9662	Rev. Tedd Lyons 775 N. Acacia Avenue Clovis, CA 93611 559-305-3433	Mr. Roger Neufeld 9285 Avenue 412 Dinuba, CA 93618 559-305-3433	Rev. Mac Shaw 10976 E. Egret Point Clovis, CA 93619 559-903-6637
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#### **Pastor Nominating Chairperson**

Sharon Wilgenburg  
20682 E. Manning Avenue, Reedley, CA 93654  
559-696-8566  
[swilgenburg@gmail.com](mailto:swilgenburg@gmail.com)

#### **Clerk of Session**

Lela Nickell  
4374 Avenue 400, Dinuba, CA 93618  
559-289-2791  
[lnickell7@yahoo.com](mailto:lnickell7@yahoo.com)

### Application

Interested applicants should submit the following via email to [DPC.PNC.2019@gmail.com](mailto:DPC.PNC.2019@gmail.com)

- A cover letter explaining your interest in the position.
- A resume that includes a record of your academic and professional experience, including sermon samples or links.
- A brief statement of faith and overview of your spiritual journey.

# **DINUBA PRESBYTERIAN CHURCH**

## **JOB DESCRIPTION**

### **TITLE: PASTOR (SOLO)**

#### **PURPOSE:**

The Pastor will:

1. Provide spiritual, pastoral and administrative leadership for the congregation within the framework of church polity.
2. Work in conjunction with the Session as a whole in keeping with the stated purpose, mission, and vision of the Dinuba Presbyterian Church (DPC).
3. Help the congregation fulfill its mission and purpose by providing primary leadership in the areas of preaching, teaching, worship, prayer, and pastoral care.
4. Be expected to exercise spiritual discipline and be a faithful witness to Jesus Christ showing clear commitment to His Lordship.

#### **ACCOUNTABILITY:**

The Pastor is called by the congregation of the DPC. This person is accountable to the Session and reports through Session to the congregation.

#### **DUTIES AND RESPONSIBILITIES:**

##### **Preaching, Teaching, Prayer and Worship (40-50%)**

1. Be responsible for the overall tenor of worship, and be the primary preacher at Sunday morning worship (approximately 42-46 sermons/year)
2. Work in collaboration with the Worship Committee of Session.
3. Preach dynamic, Biblically and theologically sound sermons.
4. Relate Biblical text to contemporary situations.
5. Provide instruction and educational experiences to increase theological and Biblical awareness.
6. Lead the celebration of the Sacraments of Baptism and the Lord's Supper.
7. Conduct weddings and funerals.
8. Undergird all work with prayer.

##### **Pastoring (15-20%)**

1. Make hospital, home, and office visits, and provide counseling as needed.
2. Become acquainted with all church members, attendants, visitors, and inquirers.
3. Help members get to know each other and have the opportunity to love and support one another in response to God's call upon their lives.

##### **Leading & Administrative (10-20%)**

1. Moderate meetings of the Session and the congregation.
2. Act as head of church staff, delegating tasks as necessary, and giving attention to the personal and spiritual well-being of each staff member as outlined in the DPC Personnel Policy.
3. Provide guidance to the staff and Session in the development of ministry.

4. Clearly communicate vision to church leaders and the congregation.
5. Encourage all members to discover their gifts and talents and use them to build up and strengthen the body of Christ in love and unity.
6. Foster a healthy spirit of interaction, cooperation, support, and love among the members of the church staff and the Session.
7. Work with Session members, deacons, and other leaders to enable them to fulfill duties and goals.
8. Lead and inspire the Session and congregation to recruit, motivate, and train youth and adult leaders.
9. Provide guidance for planned activities and services.
10. Work with the Finance Committee with respect to stewardship development.
11. Serve as liaison with Session and church ministry.

**Outreach and Evangelism (10-15%)**

1. Invest time as an active member of the greater community.
2. Equip and empower membership for evangelism through practical teaching and example.

**Personal and Professional**

1. Engages in regular study beyond that of sermon and teaching preparation.
2. Is constant in prayer and open to the leading of the Holy Spirit.
3. Maintains an active prayer/devotional/study life.
4. Has a passionate relationship with God that drives all other aspects of their life.
5. Attends a conference or seminar each year to develop professional and/or theological skills.
6. Seeks regular evaluation of their preaching.
7. Ensures significant time for family life and maintains personal health and wellbeing.

**Other Responsibilities (2-5%)**

1. Actively attend to responsibilities and duties of the Presbytery of Northern California and Nevada as part of A Covenant Order of Evangelical Presbyterians (ECO).
2. Present annual report.
3. Participate in the Dinuba Ministerial Association.
4. Perform other duties and responsibilities as requested by Session.

**EVALUATION:**

Performance reviews and the adequacy of compensation shall be conducted annually by the Session.

**CHANGES:**

This position description may be changed with the agreement of the Pastor and Session.

**SIGNED:** \_\_\_\_\_ **DATED:** \_\_\_\_\_

**Pastor**