

GOOD SHEPHERD PRESBYTERIAN CHURCH

LEAD PASTOR / HEAD OF STAFF SEARCH

WHO WE ARE...

Good Shepherd Presbyterian Church is a community of faith that is made up of all different generations, perspectives, and life experiences. We have a strong 60-year history of seeking and following God's voice and striving to do His will as a congregation. We use the term "Covenant Partners" because we believe that God has brought us together in a common desire to invite all people to grow into a Christ-centered life in God's family. We are together on a journey of faith and in the great adventure of living as Jesus' disciples. We are excited by this new season as a church and are requiring a lead pastor (head of staff) who will bring a clarified vision for where God wants to lead Good Shepherd into the future with energy, ideas, wisdom, experience and most of all, a clear calling from God. Good Shepherd has been blessed with pastoral positions that oversee the various areas of ministry: Administration and Congregational Care (Pastor Wenger), Children and Discipleship (Pastor Barker), Youth and Missions (Pastor Scarpuzzi). We also have a part-time Director of Senior Ministries, parttime leaders of Classical Worship, Blended music services and Contemporary worship services. We trust that all who come to Good Shepherd experience the care, growth, and discipleship they need to develop in their faith journey and feel supported in all stages of life. We are committed to adapting, strengthening, and reimagining our ministries to reach greater numbers of young families, youth, and young adults as well as our older adults.



GoodShepherd
PRESBYTERIAN CHURCH

OUR HISTORY

Good Shepherd Presbyterian Church has been in existence since 1961. Our founding pastor, Virgil Zirbel, was called to start a new church in the area and to find a suitable parcel of land. Starting the church from scratch, Pastor Zirbel would come to Los Alamitos each morning with a pocket full of dimes, go into a phone booth at a local gas station, and start making calls to people who lived in the local area. He made appointments with people to visit them at their homes as a first step. In November 1961, he shifted to neighborhood meetings to become better acquainted, to pray and to make plans for the future. Good Shepherd's first worship service took place on November 19, 1961. Elders and Deacons were elected soon thereafter, followed by the first Communion Service. There were 134 "charter members" of Good Shepherd. Pastor Zirbel oversaw the growth and development of the church for the next 25 years until his retirement.

In the 1970's, the current Sanctuary and Sunday School classrooms were built, and the small group (Life group) ministry was launched at the current location, 11600 Los Alamitos Blvd, in Los Alamitos, CA. In the 1980's, an associate pastor, music director, youth and children's pastors were hired simultaneously, along with the development of adult Bible studies and adult education. In the 1990's, many new ministries and programs were started, including adult Sunday School, Mommy and Me, Local Missions, Call Shepherding, Community Bible Study (CBS), Health Ministries, 40 Days of Purpose, and Logos. In the early 2000's, a new Saturday night contemporary service, the Bridge, was established, but was discontinued in 2008 due to poor attendance.



In June of 2014 Good Shepherd Presbyterian Church, by an overwhelming majority vote of the Congregation, elected to leave the Presbyterian Church of the U.S.A. and join another Reformed Presbytery known as "A Covenant Order of Evangelical Presbyterians", also known as "ECO". This decision was made after lengthy discussions and prayerful consideration.

We, as a congregation, welcomed Rev. Bryan Wenger in the summer of 2019 as our Pastor. Pastor Bryan serves as the Pastor for Administration and Care. In 2022 the Children's Director, Rev. Janae Barker, assumed a new role of Pastor of Children and Discipleship. Also in 2022, Rev. Joy Scarpuzzi joined GSPC as the Pastor of Youth and Mission. Both Pastor Janae and Pastor Joy went through ECO's Ordination Process and were ordained and installed in 2022.

Despite the many challenges of the COVID-19 pandemic we, as a community of faith, learned how to be adaptable and that our church community is much more than what we do on campus. Many Life Groups met in back yards and parks, children and youth had chalk parties and kickball dates, and ZOOM became a familiar tool to facilitate meetings, conversation, and community. While covenant partners did not always agree with the decisions made, or the health and safety of policies enforced, the leadership of Good Shepherd did their best to facilitate meaningful worship services within the suggested guidelines.



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OUR MISSION



*inviting all people to grow into a
Christ-centered life in God's family*

We Long to Live Lives of

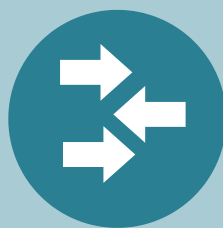
- **Inviting** Not coercion or criticism, but simple invitation to the life God offers
- **All People** Everyone, everywhere, no matter who
- **To Grow Into** Because no one has it all figured out, just yet
- **A Christ-Centered Life** So that we increasingly reflect the character of Jesus
- **In God's Family** Life happens best in community

Our Strategy



Look Up

On Sundays at 9 & 10:45am
we gather in a large group
to sing, pray, and think
together about the good
news of God's love



Lean In

Through the week we lean
in to community –
encouraging and caring for
one another – as we grow in
Jesus



Lead Out

Being led by God's Spirit,
we seek to join God in His
work, bringing hope and
healing to our hurting world



LOOK UP

Good Shepherd worships in two services on Sundays. Although both styles of worship may be different in each service, the message and the themes set forth by the pastoral staff are synonymous and are presented to two distinctly different audiences in each service.



Our 9:00 AM Worship music entails our choir and organist leading in traditional music and hymns.



Our 10:45 Worship music entails a full band and reflects the same theme of music from the Traditional service



Worship Services



Dr. Vu has aggressively worked to bring youth into the overall music program, both Choral and instrumental. The Good Shepherd Worship & Music Ministry team often is compared to be the Levites of the church. Just as the Levites in Moses' time our music family sings anthems and assists our Pastors setting the worship tone and atmosphere.

Children and Youth are encouraged to attend the beginning of our weekly worship services in the sanctuary, where they are introduced to both traditional and contemporary worship settings. They also enjoy a short Bible lesson in front of the congregation, and then lead everyone in the passing of the peace before leaving for their individual Sunday School classes.

Sunday School

During both worship gatherings on Sunday mornings, children, from birth-5th grade attend Sunday School in age appropriate environments. Our nursery and classrooms were recently renovated, and the materials and décor are aligned with each age group that meets in that specific classroom. We currently use Orange Curriculum for our Kinder-5th Grade Students and Gospel Light for our Toddlers and Pre-K Kids. There are also adult Sunday School classes for those who are interested. K - 5 Sunday School averages 50 kids weekly. Our Youth Sunday School averages 20-25 weekly.



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LEAN IN

Good Shepherd offers a wide variety of programs for young children, youth, single and senior adults, and the entire family, providing opportunities to learn more about their faith, as well as enjoying fellowship with many intergenerational covenant partners. Our programs are designed to help each of them feel welcomed and loved, so they will not only feel they are a part of the Good Shepherd family but are also guided in their faith. Our programs are designed to help our Covenant Partners embrace the love we freely receive from the Lord while engaging in Life Groups that are formed to share life, share experiences and journeys of faith in a more intimate setting.

Wednesday Nights (family, kids, youth)

Weekly program during the Fall and Spring where families connect. Kids with worship and fellowship and adults in small groups that discuss various topics like marriage, families, parenting, gospel, etc. and **OF COURSE** this after everyone enjoying fellowship over a meal!

Women's Ministry

Every Woman Connected... Growing in Christ. Women's ministry serves the generations of women at Good Shepherd church through the following opportunities for Spiritual Growth - Mom's Connect, Women's Circles and Covenant Groups, Life Groups as well Community Bible Study.

Men's Ministry

There are several men's groups connected to the church that operate on their own. Generally there are about two dozen for the weekly average. Many of the men of the congregation engage in Life Groups with their spouses in addition to the men's only groups.

- Sunday School
- Winter Camp at Forest Home
- Vacation Bible School
- Family Camp at Forest Home
- All Church Picnic
- Youth Ministry (Ages 11-18)
- Senior Ministry
- Music Programs
- Life Groups

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LEAN IN

Winter Camp

Each year, in January our Children's Ministry Pastor, with chaperones, takes our 3rd-5th grade students to Forest Home Winter Camp. While there, they enjoy worship and spiritual growth, in addition to fun winter activities in the California San Bernardino Mountains. Our Youth Ministry Pastor also takes a group of Middle School and High School Youth to winter camp each year.

Life Groups

Good Shepherd has approximately thirty-five groups, with an average attendance of eight, for an approximate total of three hundred actively involved in this ministry. The GSPC Life Groups are also known as Covenant Groups and circles in some cases. There are more women's groups, followed by couples' groups and finally men's activities.

Seniors

GSPC's Senior Adult Ministry (SAM) exists to invite all senior adults to continue to grow into a Christ-centered life in God's family. The Senior Adult Ministry is designed to emphasize the spiritual, mental, physical, and social well-being of our seniors. It is also designed to serve our Covenant Partners, as well as serve as an outreach to our local community.

Vacation Bible School

Good Shepherd hosts an annual Vacation Bible School (VBS) each Summer, which typically falls in the month of July and is one of our busiest weeks of the year. We welcome two hundred children from Good Shepherd and our community for a fun-filled week of rotational experiential stations and music activities.



LEAD OUT



Being led by God's Spirit, we seek to join God in His work, bringing hope and healing to our hurting world. Good Shepherd Presbyterian Church, Covenant Partners and Ministry Participants devote countless hours every year within our local community of Los Alamitos as well as surrounding neighborhoods like Seal Beach & Long Beach.



The Local Missions Ministry is led by a team of 8-10 members that are actively involved in serving our community and showing God's love outside of our typical church activities. We support eleven local Mission Partners such as, We Care, Food Finders, Rising TIDE, InterVarsity, Gideons International, Young Life, The Way-Out Ministries, Precious Lamb Preschool, Christian Outreach in Action, Urban Community Outreach and Hosanna House, with fund raising, meals, donations, and other support.

local mission highlights

- ➡ Donating time for summer activities to a local Preschool in Long Beach for unserved families.
- ➡ Food Finders Holiday Food Drive: November 2022 we collected over 1,000 lbs. of food to be donated.
- ➡ Partnering with Rising Tide's back to school fundraising (\$11,000) outside of our budgeted giving.
- ➡ Monthly groups gather to make tortilla soup that will be served by our mission partner COA. (Christian Outreach in Action)

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The Worldwide Missions Team is comprised of members who have a desire to see the gospel of Jesus Christ spread throughout the world. We support nine full-time missionaries or organizations around the world. We are in the process of reviewing our policies and applications for new and current ministry partners, so we can be more strategic in how we partner with others around the world, to bring hope to those who are lost.

World wide mission highlights

- ➡ Supporting a Vision trip to Zambia & South Africa with our ministry partners Beacon of Hope and PLAEP
- ➡ Connecting and giving our ministry partners a place to share their stories with our church when they are able.
- ➡ Creating additional ways of supporting our ministry partners beyond our financial giving.
- ➡ Supporting relief efforts in Ukraine and other places where war and natural disasters have occurred.

Additional Care Ministries

Good Shepherd also sponsors our Stephen Ministers, a national Grief Share Recovery Program for the community, Cancer Support Group, as well as organizations such as AA and Alanon.

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Leadership

session

The Session shall be composed of at least nine (9) but no more than fifteen (15) Elders who are covenant partners. These Elders are in 'active' service. An Elder may be asked to preach and teach, and with proper instruction approved by the Session, administer the sacraments. Currently, twelve (12) elders serve on the session alongside four (4) pastors on these ministry teams:

- | | | |
|-------------------|--------------------|--------------------|
| ➔ Worship | ➔ Evangelism | ➔ Youth |
| ➔ Facilities | ➔ Stewardship | ➔ Local Missions |
| ➔ Human Resources | ➔ Children | ➔ World Missions |
| ➔ Membership | ➔ Spiritual Growth | ➔ Mission Affinity |

deacons

Good Shepherd's Deacon Board supports the compassionate needs of our congregation. The Board has thirteen participants who have been elected and are responsible for a variety of serving ministries, including College and Military, Health, Home Communion, Care Calling, Hospitality, Greeting Cards, Benevolence, Memorials, Prayer, and Meals. The Deacon Board meets bi-monthly as a group, and each Deacon oversees their own deacon ministry responsibilities.



Church Staff

pastors & ministry leaders

- Lead Pastor / Head of Staff
- Associate Pastor of Administration & Care
- Assistant Pastor of Children & Discipleship
- Assistant Pastor of Youth & Mission
- Director of Worship, Modern
- Minister of Music, Classic
- Director of Senior Adults Ministry

support staff

- Administrative Assistant (FT)
- Custodian (FT)
- Administrative Assistant, Bookkeeping (FT)
- Media Production Manager (PT)
- Ministry Assistant (PT)
- Technician (2) (PT)
- Accompanist, Piano (PT)
- Accompanist, Organ (PT)



Our Church

The Congregation

507* Covenant Partners

249 Ministry Participants

*As of December 2022

The Finances

Good Shepherd Presbyterian owns sole title to the church building and property, free and clear of any debt. Good Shepherd always maintains an operating fund of 130% of its average monthly disbursements, and it keeps an emergency fund of 200% of its average expenditures cloistered away in an interest-bearing checking account. In addition to these funds, the organization has total liquid assets totaling \$1.5 million in operating, endowments, reserved building / improvement funds, investments, and other funds.

Total Operating Fund receipts for the year ended December 31, 2022, were \$1,367,000. Operating Expenditures were \$1,400,000 resulting in a Net Operating Loss of \$33,000. The church has a strong financial position based on (1) a healthy balance sheet as of December 31, 2022, with total net equity of \$1,406,000, (2) significant balance sheet reserves and (3) title to the church property and building with no associated debt.

The Facilities

The facilities team is dedicated to maintaining and improving the campus facilities of Good Shepherd Presbyterian Church to provide a pleasing and inviting worship environment.

Our first buildings were constructed over 50 years ago and gradually, over the years, additional buildings were added to the campus resulting in challenges with the flow and layout of our campus. We are currently engaged with several outside architectural and contracting companies with the goal of developing a long-term plan to enhance the overall look of our campus. We have completed the "landscaping" and the patio phase, which included the installation of a new play structure for children and a turf area for play and gathering for the church community. The classrooms were also remodeled with new flooring, windows, and paint. Next steps are currently being developed and are expected to include remodeling of the main kitchen, upgrading the restrooms to ADA standards, upgrading the small kitchenette in the Fireside Room, upgrading the Gym and repair of the parking lot. We hope to begin these remodeling efforts soon, as resources are available.



Good Shepherd Presbyterian Campus is located in Orange County, in the city of Los Alamitos, CA, approximately twenty miles southeast of Los Angeles. Good Shepherd's sphere of influence also includes minor portions of the cities of Westminster, Garden Grove, Stanton, Cypress, Seal Beach, Rossmoor, and Long Beach. Our surrounding population catchment area includes two military properties, the Joint Forces Training Base, a four-square mile facility to the immediate east of Good Shepherd, and the Seal Beach Weapons Station, an eight square mile facility to the south.

Other areas include Long Beach's El Dorado Park to the west of Good Shepherd, and the Los Angeles Department of Power and Water Facility to the Southwest of Good Shepherd. The Good Shepherd campus is near the intersection of three major freeways: I-605, I-405 and SR-22.

The school districts in Los Alamitos and the neighboring cities are home to some of the most state-wide and nationally recognized schools. Education plays a huge role in these communities.

Generations in our Communities

Our communities within a 5 mile radius of Good Shepherd Presbyterian Church are comprised of multiple generations. There has been an upwards trend of school age children in our communities and Gen X, Millennials, and newest generation (those born after 2005) now make up over 75% of the community. Based on the trends, those age groups will continue to grow and play a big part in Good Shepherd's vision going forward.

Name	S & H Type	Initial Birth	Final Birth	2010		2022		2027		2032	
Homeland (Z) Artist		2005	2025	26,750	5.6%	98,340	20.5%	124,224	26.2%	123,614	27.6%
Millennial (Y) Hero		1982	2004	147,585	30.7%	137,948	28.7%	131,776	27.8%	129,986	29.0%
Gen X (13th) Nomad		1961	1981	141,675	29.5%	129,087	26.9%	122,963	25.9%	119,105	26.6%
Boom Prophet		1946	1960	94,328	19.6%	79,144	16.5%	71,827	15.1%	60,902	13.6%
Silent Artist		1925	1945	59,657	12.4%	30,066	6.3%	19,891	4.2%	12,648	2.8%
GI Hero		1901	1924	10,455	2.2%	6,014	1.3%	4,021	0.8%	1,807	0.4%
Totals:				480,450	100.0%	480,598	100%	474,702	100%	448,063	100.0%



LEAD PASTOR & HEAD OF STAFF OPPORTUNITY

We are seeking a Lead pastor (head of staff) to emphasize Good Shepherd's mission and vision. Leading the congregation in **LOOKING UP** in worship, **LEANING IN** to our covenant partners and ministry participants, and **LEADING OUT** into our local community. A Pastor who is devoted to *inviting all people to grow into a Christ-centered life in God's family.*

The position should also engage and support the Associate Pastor of Administration and Care, the Assistant Pastor of Youth and Mission, the Assistant Pastor of Children and Discipleship and the various Directors of Worship. The possibility of additional administrative aspects of Good Shepherd should be considered.

Lead the church spiritually with a passion for ministry and effectively implement strategy and vision through careful change. The essential duties of our new Lead pastor include:

Lead Mission & Vision

- Provide leadership development for Elders
- Develop leadership and prepare future leaders
- Develop and implement ongoing Strategic Plan
- Cast a compelling and inspired vision for a preferred future; see possibilities and create breakthrough strategies

Lead Staff/Head of Staff

- Supervise direct reports
- Oversee ongoing development, evaluation and accountability of direct reports, and any of their direct reports as applicable
- Lead Staff meetings

Co-Lead with Elders

- Work with Elder for ECO Mission Affinity Groups to implement and maintain these groups
- Work with Elder for Evangelism and ECO Church Planting to educate and involve congregation.
- Work with Elder for Worship

Preaching & Worship

- Research, plan and coordinate compelling and meaningful sermon series and preach three times per month
- Preach and prepare weekly study guides, approximately three times per month
- Invite guest preachers, approximately four times per year
- Evaluate and continuously improve preaching

Preaching & Worship

- Lead Worship Planning meetings
- Evaluate and continuously improve worship gatherings
- Resource and work closely with the Worship Team

General Pastoral Duties

- Assist weekly in worship
- Provide pastoral counseling for congregation members
- Officiate at memorial services, as requested
- Provide pre-marital counseling and officiate at weddings, as requested
- Moderate Session meetings
- Other duties as assigned

LEAD PASTOR & HEAD OF STAFF OPPORTUNITY

We seek a Lead Pastor and Head of Staff that has the talents and skills outlined below:

- Must hold their ordination in ECO or have been received as an affiliate pastor by the presbytery of jurisdiction
- Professed faith in Jesus Christ
- Ability to lead an unsaved person to Christ
- Spiritual maturity with strong ability to articulate Biblical theology, and translate this theology into meaningful practice
- Ability to analyze, define problems, establish facts, and draw wise conclusions
- Excellent communication skills, verbal and written English
- Ability to lead Church and Session in defining Mission, Vision & Values, and how that becomes Strategic Plan and effective implementation of plans and goals
- Ability to communicate effectively with all generations publicly and privately, ability to thoughtfully respond to common and difficult inquiries and complaints from Staff and congregation
- Ability to advance the abilities of individuals and the organization through active listening supported with meaningful oral and written presentation of information
- Demonstrate a comfortable ease when speaking in a variety of settings (both large and small groups); effective in addressing a variety of topics; can get message across with desired effect
- Ability to effectively organize personal work and collaborate with Ministry Teams, consisting of Staff and volunteers
- Ability to adapt behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remain open to new ideas and approaches; and work concurrently on related and conflicting priorities without losing focus or attention
- Possess a valid driver's license, a reliable and insured vehicle with which from time to time, can transport people to and from off campus locations for ministry purposes
- Computer hardware and software proficiency, including MS Office
- Some experience with database programs, including data entry and reports
- Minimum experience of 4-8 years as an Associate Pastor, 2-3 years as Lead Pastor (preferred), 2 years supervisory experience
- Minimum education: Seminary graduate with Master of Divinity degree

COMPENSATION

The compensation and benefit package is competitive with similar ECO positions and commensurate with experience.

Minimum: \$8,154/month

Mid: \$10,515/month

Max: \$12,875/month

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LEAD PASTOR & HEAD OF STAFF OPPORTUNITY

If you feel called to partake in the next season of ministry at Good Shepherd Presbyterian Church, please submit the following items to our Pastoral Nominating Committee at PNC@gspc.org. We will also be engaging with ProScan. Please provide your ProScan results if you have taken that assessment.

1

Introduction Letter

Please provide an introduction letter that highlights your experience and strengths and why you feel called to ministry to Good Shepherd.

2

Resume

Please provide your complete resume along with your Statement of Faith & faith journey.

3

Video & Examples

Please provide 3-5 links to sermons in video format within the last 3 years. Please also provide any study guides you have created to coincide with those sermons.