



The Position to Be Filled

Position Senior Pastor

Employment Status -- 1.0 FTE

Years of Experience Desired -- *Two years or more of experience as an Ordained Pastor in a Reformed denomination*

Application Deadline Date: Open until filled

Position Description: See page 3

Compensation and Housing

Minimum Base Annual Salary -- \$ 85,000 - 100,000 (depending on experience and education)

Housing Type -- Housing Allowance [portion of effective salary to be determined by successful candidate]

Benefits

- Pension
- Health insurance as per ECO requirements /Life & Disability
- Expense allowance
- Vacation
- Study Leave
- Pre-school discount

Qualifications/ Characteristics

The congregation is seeking an exceptional candidate with a proven competence in these three areas: (1) Preaching/ Teaching, (2) Leadership/Shepherding, and (3) Relational Management

References

List of individuals who know Trinity United's congregation. We believe these individuals can give a clear and accurate reference of our congregation.

Reverend Paul Fandl
Delhi Community Presbyterian Church
15917 El Capitan Way
Delhi, CA 95315
(209) 667-8746

Reverend Troy Onsager Escalon Presbyterian
Church 1612 First St Escalon, CA 95320
(209) 838-2798

Pastor Nominating Committee/Search Committee Chairperson Details

David Zellman
825 Sonoma Avenue
Modesto, CA 95355
Preferred Phone -- (209) 404-8163
E-mail Address for PNC Communications -dzellman@gmail.com

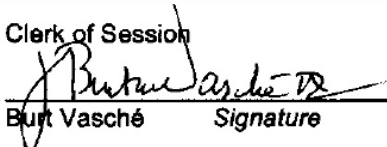
Clerk of Session Details:

Burt Vasché
607 Rio Vista Drive
Modesto, CA 95355
Preferred Phone -- (209) 505-6156 Alternate Phone: (209) 526-9692
E-mail - jbvasche@gmail.com

Endorsements

Digitally signed by David Zellman
Date: 2022.04.11 22:05:46 -07'00'
David Zellman _____ Date 4/11/2022

David Zellman, Pastor Nominating Committee

Clerk of Session

Burt Vasché Signature _____ Date 4-11-2022

Digitally signed by Terri McNabb
Date: 2022.04.12 19:26:01 -07'00'
Terri McNabb _____ Date _____

Terri McNabb, Clerk ECO Presbytery Northern CA/NV



Purpose of Senior Pastor

The Senior Pastor will serve as leader of our congregation by encouraging us to grow closer to Jesus Christ in our daily lives and to bear witness to the Good News of the Bible. The Senior Pastor will be head of staff, and will be responsible for the spiritual life of the congregation, including worship, teaching, administration and pastoral care.

Qualities of Senior Pastor

The Senior Pastor will have a joyful heart and conservative theological beliefs. S/he will profess faith in Jesus alone as Lord and Savior as well as in the Bible as the infallible inspired Word of God. The Senior Pastor will honor our past but also be excited about TUPC's transformational future. S/he will be warm, gracious and approachable, possess humble and compassionate listening skills, and provide wise and spirit-filled counsel.

Responsibilities of Senior Pastor

The Senior Pastor will encourage, guide and direct the individual and corporate spiritual development of the congregation. S/he will preach sermons that are grounded in Scripture and applicable to the everyday lives of our covenant partners. S/he will develop, encourage and lead staff, elected officers, leaders and covenant partners in working in the ministries to which God calls us. The Senior Pastor will be able to establish clear priorities and delegate when necessary. S/he will encourage and support fellowship within the church family. The Senior Pastor will be able to communicate, both verbally and non-verbally, in an ongoing manner with staff, elected officers and leaders of the congregation in both matters of spirit and the logistics of working together.



Trinity United Presbyterian Church is a fellowship of Christ followers who aspire to seek the person God has called to be our next Senior Pastor.

Our Mission

Love God, Love Others, Make Disciples

Vision

Trinity United Presbyterian Church is a congregation of ECO (Covenant Order of Evangelical Presbyterians). We believe that we are called by God to seek answers to the deepest questions of our life and our Christian faith, guided by scripture and the Reformed heritage of the Christian church, and admonished to help each person experience new life in God through Jesus Christ and the Holy Spirit.

The vision of Trinity United Presbyterian church is to be a city-wide/regional church that:

- affirms a thoughtful and Christ-centered theology that infuses all we do,
- engages each of us in Christian community and discipleship,
- serves our community and world as a life-changing power,
- embodies Jesus' love for the "least of these," and
- welcomes all people.

Our Beliefs

We believe that God calls Trinity United Presbyterian Church, a body of believers in the Gospel of Jesus Christ, to demonstrate God's love in the world. We believe that

- the scriptures of the Old and New Testaments are our only CANON of infallible authority,
- the Bible is the written Word of God which reveals God's mighty acts in the unfolding of redemptive history with two testaments but displaying a single plan of salvation in the covenant of grace,
- the creeds, confessions and catechisms in the *ECO Book of Confessions* serve as our guiding CONFESSIONS,
- corporate and private worship is our highest CALLING,
- prayer is our CRITICAL work,
- the Grace of God in the Gospel as the CAUSE of both our salvation and sanctification,
- the biblical community is the CONTEXT in which people grow spiritually, and
- outreach locally and abroad is our COMMISSION from Christ.

We celebrate His love by moving forward in Christ's work, always reforming in obedience to His will by:

- actively bringing people to Christ,
- being faithful stewards of God's gifts,
- generously using and sharing all the resources that we have,
- nurturing faith through inspirational worship, prayer, and study of the Bible,
- being compassionate to all, and
- lovingly serving humanity in mission to local and global communities.

Who We Are

Our History

Trinity Presbyterian Church, a new church development of the Stockton Presbytery (PCUSA) in 1962, was organized by a small group of individuals who had been members of First Presbyterian Church in downtown Modesto. In January 1973, the 94-year-old downtown church merged with Trinity, which then was located on a 4½ acre site in a growing neighborhood to the north, to become Trinity United. Two separate and distinct congregations were melded into one, the two co-pastors retired, a new pastoral staff was hired, and the campus facilities expanded with the addition of Covell Hall and the office building (1973), a larger Sanctuary (1988), and Telle Center and the Youth Center (2009). Trinity United believes that God calls our church, a body of believers in the gospel of Jesus Christ, to demonstrate God's love in the world. We believe the Bible. We teach the Bible. We celebrate the fact that we retain our Presbyterian roots within the Reformed tradition. In 2013 Trinity United was graciously dismissed from the PCUSA and became a member congregation of The Covenant Order of Evangelical Presbyterians. We belong to the ECO Presbytery of Northern California and Nevada, whose clerk is one of our covenant partners.

Demographics of the Church's Surrounding Neighborhood

The demographics of the church's surrounding neighborhood indicate lower than average income, lower educational achievement levels, and generally a struggling transitional situation. While the average household income of the city is \$63,000, the immediate surrounding neighborhood is somewhat lower. It is estimated that the income levels of TUPC's covenant partners are significantly higher than the city's average income. The immediate neighborhood is 20% Hispanic, while TUPC has a small number of Hispanic covenant partners or attendees. The demographic report indicated that fewer than 15% of those living in the immediate neighborhood were college graduates, while the membership of TUPC is constituted of mostly professional and well-educated persons.

A review of the resident addresses of the church's membership indicates that the majority of TUPC members are not living in close proximity to the church, and thus the opportunity for close community outreach is significant.

[For access to additional city-wide demographic information, refer to Stanislaus Council of Governments: www.stancog.org

The Congregation

TUPC's covenant partners recognize that several important challenges face us today: how to involve young children, youth, and their families in the active life of the church; how to further interrelationships among the covenant partners and constituents; and how to deepen the faith of individuals in order to witness to the community, especially to younger families.

Our congregation is composed of sincere, concerned Christians who feel called by God to serve Him and worship Him together in fellowship. This experience is expressed through both contemporary and traditional forms of worship. TUPC currently has 292 active covenant partners. There are 156 giving units represented in the congregation. The average Sunday morning attendance in-person and online is 237.

Congregation Demographics

Members/Covenant Partners and Worship Average Attendance for Years 2019-2021

	2019	2020	2021	
Number of Covenant Partners	322	304	292	
Average Sunday worship attendance	221	311	237	(in-person & online)

Age of Covenant Partners – 2022

Age	65 and Above	30 - 64	18 - 29
Number of Covenant Partners	191	84	17
Percentage of Covenant Partners	65%	29%	6%

Finance

Annual Budgets for Selected Years 2019 – 2022

[The budget year is September 1 through August 31.]

Year	2019	2020	2021	Budget 2022*
General Fund Income	982,149	932,482	1,017,368	900,000
General Expenditures	979,534	932,322	902,496	900,000
End-of-Year Balance	2,615	160	114,872	-

*Working budget

Leadership Structure

- **The Session and Commissions**

The session is composed of 12 elders, divided into three classes. Four are elected each year so that the Session always has both continuing and new members. Elders are limited to two (2) consecutive terms of service. The elders' commission assignments include:

- | | | |
|--------------|-------------------------|-----------------------|
| ○ Finance | ○ Worship | ○ Formation: |
| ○ Mission | ○ Buildings and Grounds | ○ Childrens' Ministry |
| ○ Personnel | ○ Pre-school | ○ Youth Ministry |
| ○ Nominating | | ○ Adult Education |
| | | ○ Small Groups |

- **Deacons and their Responsibilities**

The Deacon Board is composed of 21 members whose duty is to minister to those who are in need, to the sick, to the friendless, and to any who may be in distress, both within and beyond the community of faith. They also maintain regular personal contact with covenant partner family units. Like elders, deacons are divided into three classes. Seven are elected each year so that the deacon board always has both continuing and new members. Specific committee assignments for deacons include:

- | | | |
|--------------------------|--------------------------|--------------------------|
| ○ Reception coordination | ○ Communion service | ○ Christmas food baskets |
| ○ Over 80's dinner | ○ Communion for shut-ins | |
| ○ Communion preparation | ○ CareNet | |

Staff

- **Program Staff**
 - Pastor [1.0 full time equivalent FTE]
 - Parish Pastor [.2 FTE]
 - Business Administrator [1.0 FTE]
 - Director of Music Ministry [.5 FTE]
 - Director of Youth [1.0 FTE]
 - Minister to Children [1.0 FTE]
- **Support Staff**
 - Clerical Staff [1.5 FTE]
 - Custodial [1.25 FTE]
 - AV Tech [.25 FTE]

Outreach and Service

- **Christian Education**
 - Sunday School for all ages [Adult classes are offered on a quarterly or semi-annual basis, although some continue annually -- based on need or interest.]
 - Small groups [Currently there are 24 small groups that meet weekly or bi-weekly.]
 - Youth ministries midweek program
 - College ministries midweek
 - Bethel Bible series
 - Children’s program [Midweek programs and Vacation Bible School]

Average Attendance: [as of December 31, 2021]

Children Sunday School (Grades K-6)	10
Children Midweek (Grades K-6)	14
BLAST - after school youth	40
Youth Midweek (Grades 7-12)	28
Adult Sunday School	30

- **Adult Ministries**
 - **Women’s Ministries and Activities**
 - Bible study and prayer
 - Women's Association circles
 - Monthly Gathering
 - Retreats
 - MOPS and MomsNEXT for mothers of young children
 - **Men’s Ministries and Activities**
 - Men’s retreats
 - Tuesday morning church gardening crew
 - Weekend outings
 - Midweek early morning Bible study
 - **Senior Ministries**
 - Senior trips
 - Mariners

- **Other Adult Ministries**

- Cruisers
- Neighborhood service projects
- Outreach outing activities
- Wednesday activities
- Work days for church and community - LOVE Modesto
- Mission trips - Guatemala, PDA

- **Stephen Ministry**

Stephen Ministry equips lay people to provide confidential, one-on-one Christian care to individuals in our congregation and in the community who are experiencing difficulties in their lives. Thirty-four members have been trained to support and extend the care that pastors continue to provide. Currently 4 Stephen ministers reach out with God's love to individuals who are hurting.

- **Pre-School**

Trinity Preschool is one of the more successful private preschool/infant programs in the city. Current attendance is 98 students with a waitlist of 25 children. There is a staff of 13 teachers and 2 custodians. The Preschool has frequent activities that bring entire families, including grandparents, to the church.

- **Children's Ministries**

- Parenting Education/Family Education
- Missions [community, church, world]
- Intergenerational Events
- Easter Eggstravaganza
- Holiday event

- **Missions**

The church supports local, national, and international mission efforts.

Local: Child Evangelism Fellowship, Youth for Christ, Advancing Vibrant Communities, Bethany Christian Services, Valley Recovery Resources, Modesto Pregnancy Center, City Ministry Network, Modesto Gospel Mission, Love Modesto, Vine House, InterVarsity

National: Presbyterian Disaster Assistance, Rock of Ages

International: Shalem School (Guatemala sister church), Bethel Ministries International, Servant Partners, IDEAS (Bangladesh), United World Mission (Slovenia), Witnessing Ministries of Christ (India), Samaritan's Purse (Operation Christmas Child), CRU (Africa)

- **Music Ministries**

TUPC has an active music ministry. The adult choir (Koinonia Choir) is an integral and important part of traditional Sunday services. The members of the musical groups also contribute their talents to other community and nondenominational events; e.g., the Habitat for Humanity concert.

Music groups have included the following:

- Koinonia Choir
- The Messengers (men's ensemble)
- One Voice (women's ensemble)
- Echoes of Joy (handbell ensemble)
- Youth instrumentalists
- Contemporary music ministry
- Guest musical groups and community performances

The sanctuary houses a 29-rank Moeller pipe organ. Special services throughout the year often feature the choirs accompanied by instrumental ensembles or full orchestra.

The Church Campus

TUPC's campus, located at 1600 Carver Road, includes (1) 4.51 acres [585' x 336'], (2) approximately 34,016 square foot of building space, and (3) parking spaces suitable for the complex.

	Year constructed	Square footage	Capacity
Trinity Preschool [Original Sanctuary Complex]	1966	4,080	225
Cooper Hall	1966	3,072	Not applicable
Covell Hall	1973	3,072	207 [auditorium setting] 96 [dining setting]
Office	1973	3,072	Not applicable
Current Sanctuary	1988	8,630 [ground floor]	628 [ground floor]
Telle Center	2009	6000	597 [auditorium setting] 278 [dining setting]
Youth Center	2009	1920	125

With the construction of Telle Center and the Youth Center in August 2009, TUPC completed its first physical expansion since 1988. Telle Center is a multi-purpose facility available for educational classes and church fellowship, and features a fully-equipped commercial kitchen. It has been designed to provide space for alternative worship services, adult Christian education classes, and youth programs, and can be easily reconfigured to create three smaller meeting rooms. The Youth Center, located across the hall from Telle Center, is especially suited for junior and senior high school ministries.