

**Japanese Presbyterian Church
Associate Pastor**

Position is full time and language requirement is English

Minimum salary for an ordained pastor is \$49,000, salary is negotiable for all other candidates

Church Mission Statement:

God calls Japanese Presbyterian Church (Presby) to live by faith, share God's love and bring hope to the world ***so others will know the life found in Jesus Christ***. We believe our ministry and outreach must be relationally oriented; relationships are the window through which those around us see the hope we have in Christ. We see Presby as a ministry center where we are built up and equipped to be the light and salt in the life of others. The urban location of Presby reveals part of God's plan for us; many at Presby have been called to partner with neighboring inner-city ministries such as ministries to the homeless, at-risk high school youth, and neighbors in need. We have a unique ministry to share and the liberating message of faith, hope and love to proclaim to the world in English and Japanese. The founding of Presby itself is a demonstration of God's power, and our 100 year history reflects our perseverance, determination, and courage to follow Christ. Two major experiences ground this church to the rock, Jesus Christ. Many of our older members were interned in relocation camps during World War II, and the church doors were closed. After the war, faithful members and friends returned and the doors were opened again. Years later, the church underwent a split, and as painful as it was at the time, both congregations are now vibrant. God's mission for Presby is a mission the Lord embraced on earth by identifying Himself with the prophetic words of Isaiah 61:1-2 "The Spirit of the Lord is on me, because He has anointed me to preach good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to release the oppressed, to proclaim the year of the Lord's favor." (Luke 4:18-19)

Description of our church/organization programs and accomplishments:

Presby is an active, medium sized congregation whose members seek to love Christ and one another. The name of our church reflects the history behind the original members. We are primarily Asian American, English speaking members, who commute to the church from up to 30 miles away. The paid staff consists of the pastor, the youth director, a part-time children's ministry director and several support staff.

The congregation has a huge range of ages from newborns to members with over 50 years of attendance. The English speaking membership comprises 90% of the regular Sunday attendance, averaging 225 people per week. The remaining 10% worship in a separate Japanese language service. At peak attendance of ~230, the Christian Education program (nursery through adults) is well supported by volunteer teachers for all ages. Our church is governed by the Session and assisted in ministry by the Board of Deacons and the Ministry Roundtable. Consisting of a representative from all church ministries, the Roundtable gives people a place to share any ideas for further ministry, and is valuable for facilitating communication.

Presby's mission statement "so others will know the life found in Jesus Christ" is the reason for our existence. But who are the "others"? As a single congregation, we will never be able to reach everyone with the gospel. There are particular people whom God does want Presby to reach and particular needs God wants us to address. We believe God has defined "others" by our values and circumstances. **RELATIONAL:** Our ministry and outreach is relationally oriented. Relationships are the context in which people understand God's faithfulness. Expanding our circles of relationships means going beyond the borders of our everyday life. Interaction with neighbors around the church, overseas and cross-cultural missions of Presby are relationally developed and engage a group of people with the intention of nurturing long-term relationships. **REGIONAL:** Our "other" is also defined by region. People come from all over the great Seattle-Eastside area. There is ministry wherever there are Presby people. We see Presby as an accessible ministry center where we are built up and equipped, and from which we are sent out to our world. **RAINIER VALLEY:** Our geographical location reveals part of God's plan for us. There are many programs and ministries which reach into the local neighborhood and the world from our midst. Congregation members participate in our Preaching Team, the Welcoming and Enfolding Committee and area based fellowship groups. We also have relationships with the other Asian American churches in the Seattle/Bellevue area. We are a mission-oriented church that faithfully supports local, short-term, and full-time mission programs.

Gifts, skills and experiences Presby possesses to fulfill its mission:

God's gifts to Presby are found in the congregation. It is a true multigenerational church with wisdom provided by the older members and energy from children of all ages. Long-standing members work alongside brand new members, open to new ideas and listening for God's will together. There is strong lay leadership, with a good balance of leadership between staff and lay leaders.

Presby includes members trained in business, education, law, medicine, and engineering; skills that have all been used for God's work. This has allowed Presby to be financially stable over its history and to support various ministries and missions. Recently, these skills have been used first hand in overseas missions when Presby organized and sent medical teams to Thailand on two occasions. All of these have been to the glory of God and to fulfill the mission, "so others will know the life found in Jesus Christ."

Music ministry is an example of gifts and lay leadership at work. Teams of talented volunteers lead music during Sunday morning worship. God has blessed these musicians with a level of personal devotion to Christ that equals their musical abilities which allows them to lead the congregation in meaningful worship.

God's faithfulness has been shown through hardship and He has faithfully grown this church for 100 years and we are grateful for our past leadership and the support of the Presbytery of Seattle over the years.

References:

Name **The Reverend Gerald Poole, Interim Executive Presbyter
Seattle Presbytery**
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Relation **Former interim senior pastor**
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Name **Jonathan Kobayashi**
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Phone Numbers **(206)498-0958**
Relation **Former Associate Pastor**
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Name **The Reverend Boyd Stockdale**
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Relation **Former Executive Presbyter, Honorably Retired**
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JOB DESCRIPTION

Major Responsibilities: For what specific tasks, assignments, and program areas will this person have responsibility?

The Associate Pastor, having been called by the Japanese Presbyterian Church, will team with the Pastor in leading the church toward the fulfillment of its mission and vision statement.

Within the area of study and service, the Associate Pastor will have primary responsibilities for:

- Adult Ministries
 - Christian Education – recruit teachers and leaders
 - Men's and Women's fellowships – liaison and resource person
- Overseeing neighborhood home fellowships, Bible studies and support groups
- Leadership Development
 - Promote leadership development within the Congregation
 - Develop discipleship ministry
 - Provide discipleship for individual and small groups
- Youth Ministry – facilitate Middle and High School classes and fellowships (25% of total responsibilities)

In addition, the Associate Pastor will be involved in the following areas in coordination with the Pastor:

- Pastoral Care
 - Provide ministry, mediation and counseling for families in need
- Preaching – participate on the Preaching Team
- Attending Session, Ministry Roundtable and as needed, Deacon meetings
- Pastoral ministries in the absence of the Pastor
- Administrative responsibilities
- Other pastoral ministries as required

Some of these responsibilities may be subject to changes as both Pastors begin working together and as they begin to discover how their gifts and strengths can be used to complement each other for the ministry of the church.

Description of characteristics and qualifications needed in a person who would fill this position.

“Trust in the LORD with all your heart and lean not on your own understanding. In all your ways acknowledge Him, And He shall direct your paths.” Proverbs 3:5-6.

We seek an Associate Pastor whose character and integrity ascribes to this verse in daily life both inside and outside of the church. The candidate will join a team of servant leaders where no one person is more important than another, each called into their gifted areas of ministry. He or she will have a servant’s heart, teachable spirit and exemplify God’s grace and compassion in life and ministry. Demonstrated maturity in life and ministry is necessary. Embracing the vision and mission of the church, its theology and doctrine is a must. Additionally:

Minimum education and experience:

- Master of Divinity
- 2 years experience desired in church leadership or related Christian ministry
- Equivalent education and/or experience may be considered

Qualities:

- Spiritual maturity and strong Biblical knowledge
 - Communicate and teach Biblical truths to all ages
 - Nurture faith of individuals over program focus
- Personal maturity
 - Exhibits life of Christ at home and in ministry
 - Good steward of time and finances
- Organizational skills
 - Self starter; see task to completion; quick learner; adaptable and flexible; creative problem solver
- Strong interpersonal skills with all ages
- Demonstrated Asian American cultural sensitivity
- Strong heart for worship
- Mentor/teacher/discipler/encourager
- Ability to work with lay leadership

Required Skills and Experience in:

Cultural Proficiency/Cross Cultural Collaboration
Leadership Development
Spiritual Development
Youth Ministry

Desired Skills and Experience in:

Written and Oral Communication
Evangelism
Family Ministry
Preaching

Teaching
Young Adult Ministry

Equal Employment Opportunity

"The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken(by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

Contact Us:

Pastor Nominating Committee/Search Committee Chairperson Detail:

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