



CHURCH  
LEADERSHIP  
CONNECTION  
**NARRATIVE QUESTIONS**

*(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)*

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

Vision statement: Through faith in God, a united heart, and reliance upon the leading of the Holy Spirit, we continually strive to create a diverse community that exemplifies love, connection, service, and the saving grace of Jesus Christ.

Mission statement: To love God and love our neighbors, as we seek to be the heart, hands, and feet of Jesus Christ.

We are a multigenerational congregation with a long history and true family spirit, where we know and care deeply for each other/the community. Our Sunday service is a unique blended format that includes powerful, Scripture-based preaching; traditional hymns; chancel choir; and contemporary praise band, offering something for all ages. Our exceptional music ministry is powerful and unmatched within the San Diego Presbytery; our services are often complemented by special musical offerings. Beyond Sunday worship, our ministries include adult Bible study, youth programs, a midweek all-ages fellowship/Christian Education evening program, women's/men's fellowship groups, Stephen Ministry, and an active prayer quilt ministry/prayer chain, among other offerings. Our extensive campus also hosts additional groups, activities, and programs, including AA groups, a Korean church, and the Opera Neo Summer Music Festivals. In addition to an involved Deacon group that ministers to members in need and the community at large, we participate in outreach via volunteers and financial support for numerous local/national/international programs.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

Recognizing the many ways in which our community and our church are changing as a result of advancing technology, challenges of the pandemic, and new growth and housing developments in the area, we are eager to adapt to meet the diverse needs of those we do and hope to serve (as indicated by our Mission Study Report, available on our website [www.palisespres.org](http://www.palisespres.org)). We feel called to raise our church's community profile through increased use of our facilities (for example, having sport groups use our courts and offering health/wellness/practical skills classes) to attract as many people as possible to the campus and encourage them to join the life of the church and come to know Jesus. We also want to increase our awareness, presence, and outreach within the community by collaborating with other churches, groups, and organizations to support those most in need (various marginalized



populations, military, college youth, the homeless, etc.). We hope to increase our offerings to have specific support for different age groups (youth, young adults, young couples/parents, empty-nesters, seniors), including finding new expressions and locations for worship to meet people where they are physically, emotionally, and spiritually. To achieve these concepts, we will need increasingly creative ideas, dynamic outreach, and communication with the community by taking advantage of technology trends (which is newer for Palisades).

3. How will this position help you to reach your vision and mission goals?

This pastor needs to take on the role of an innovator and change agent. We are looking for a pastor who wants to learn who we are and who our community is and who strongly desires to be a part of both. This pastor will need to understand our history and what has brought us to our current situation and then recognize and take advantage of the talents of our congregation in moving us forward from that point--we need to build on our strong foundation to grow. Given the generation expanse within our congregation and community, we have many groups with different needs, and we desire a pastor who will teach us how to create offerings that fulfill the needs of each group. It is only when we are connected with each other and the community that we can truly serve as the heart, hands, and feet of Jesus Christ, and so we hope for a pastor who will lead us in connecting with each other within the congregation and with the community beyond the church, through collaboration within our own congregation and with other churches and community organizations to increase our visibility and connectedness. We also want a pastor who will be a cheerleader, model, and motivator for us, encouraging and teaching us as we strive to create a diverse community that exemplifies love, connection, service, and the saving grace of Jesus Christ.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

Palisades is looking for a pastor with a genuine desire to be involved/integrated into the life of the church through its community, outreach, and activities. We seek a pastor who is empathetic, caring, and positive. Our church values a pastor with fresh energy, eyes, and insight. Our new pastor should have the ability to recognize and utilize each member's unique gifts and talents and provide leadership in how to orchestrate their participation. We are thirsty for sermons that translate the pastor's own deep faith into practical application of the Scriptures to modern daily life, drawing us into a deeper relationship with Christ. Communication with our new pastor must be mutual, with the pastor communicating their needs and how the congregation can best welcome/support them in addition to the pastor listening to the needs of congregants. Palisades also seeks a skilled unifier familiar with conflict resolution strategies for any challenges that may arise. We are ready for a pastor with some technological/social media savvy to help us get the word out about Palisades. We are hopeful for a pastor who is aware of budgetary constraints, will be transparent with the



congregation in the stewardship of the budget, and will work creatively with us to expand the budget. Finally, a pastor with a good appreciation of the power and importance of music in worship, ministry, and outreach; a wealth of imagination; and a strong sense of humor will be a welcome addition to our church family.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?

Palisades' pastor will serve as a creative resource, functioning as a communicator/collaborator in all areas to help us reach our mutual vision for Palisades. As a solo pastor, they will be responsible for all pastoral duties: head of staff, preaching/teaching, administering sacraments, pastoral care, and moderating. The pastor will supervise and collaborate with all staff members (office administrator, church ministry coordinator, custodian, musical personnel, A/V/IT technician, etc.) and assist with annual performance reviews. In addition to preaching, the pastor will incorporate the liturgical calendar and lead/participate in seasonal studies and celebrations. The pastor will also teach or assure Bible studies are offered to the congregation, make curriculum recommendations for youth and adults, and lead classes for potential new members. They will lead communion (in church and for homebound members), perform baptisms, and officiate weddings/memorial services. The pastor will encourage congregants, offering spiritual counseling and visiting the ill and homebound. Moreover, the pastor will have an "open door" policy for consultations with congregants and community members. This person will moderate Session meetings, be available for Deacon meetings, and lead other committee/group meetings as necessary, working always to share ideas and build consensus. Above all, the pastor will in all tasks lead themselves and others toward discernment, faith, hope, and Christ-like love.

### OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*)  
Please note the CLC system does not warehouse links. (Limit characters to 500)

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