



## Ministry General Information

Ministry Name Laguna Niguel Presbyterian Church	Presbytery Los Ranchos	Synod S California And Hawaii
Email office@lnpc.org	Preferred Phone 949-249-1218	Website Address www.lnpc.org
Mailing Address 30071 Ivy Glenn Dr, Laguna Niguel, CA 92677-5025	Alternate Phone/Email	Community Type Suburban
Congregation or Organization Size 101-250 members	Curriculum Not Applicable	Average Worship Attendance 302
Church School Attendance	Statistical Report <a href="https://ogaapps.pcusa.org/api/report/11098">https://ogaapps.pcusa.org/api/report/11098</a>	
Intercultural Composition White: 81%, Middle Eastern/North African: 6%, Hispanic/Latinx: 6%, Asian/Pacific Islander/South Asian: 6%, Multiracial: 1%		Released Date 2/26/2026

## Information about the Position

Position Requirements	
Position Type(s) Head of Staff	Language Requirements English
Experience Required 2 to 5 Years	Statement of Faith required? Yes
Specify Title, PT Work Hours or Salary Range (if applicable) Senior Pastor & Head of Staff	Are you open to a clergy couple? No
Employment Status Full-time	

Ministry Requirements
<p><b>Church Mission/Vision Statement</b></p> <p>The mission of LNPC is the same mission Jesus gave his followers: Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit. The vision of LNPC is to create a community of authentic believers and to witness a city transformed by the life changing reality of the gospel, as people come to know Jesus as their lord and savior.</p> <p>Tasks, expectations, salary range, duties, supervision, assignments, and responsibilities for the position.</p> <ul style="list-style-type: none"> <li>• Demonstrated spiritual leadership capable of guiding a congregation into a fresh and Christ-centered season of ministry.</li> </ul>

- Authentic teacher and counselor grounded in Scripture, who communicates with clarity, humility, and pastoral sensitivity.
- Bold, visionary thinker who can imagine new possibilities for ministry while remaining rooted in the church's mission and values.
- Creative problem-solver who approaches challenges with curiosity, innovation, and faith.
- Adaptive and flexible leader, who responds thoughtfully to change and evolving congregational and community needs.
- Willingness to take appropriate and prayerfully discerned risks, guided by accountability, collaboration, and trust in God's leading.
- Active listener who values diverse perspectives, builds consensus, and fosters trust through attentive presence.
- Ability to empower staff and volunteers, cultivating shared leadership, collaboration, and growth.
- Capacity to engage a diverse community, welcoming people of all ages, backgrounds, and stages of faith.
- Seasoned leadership experience (or equivalent training) that brings wisdom, stability, and perspective to pastoral and organizational leadership.
- Relational and community-oriented approach, strengthening connections within the congregation and extending the church's regional impact.
- Commitment to faithful service and outreach, helping the church grow in love, connection, and meaningful witness.

## Compensation & Housing

Minimum Effective Salary

110000

Housing Type

Housing allowance

## MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

Our vision is to create a community of authentic believers and to witness a community transformed by the life changing reality of the gospel, as people come to know Jesus as their lord and savior. We are a loving, caring, and spiritually grounded congregation where people feel known, valued, and supported. Like our community, we are a "purple" congregation. Political issues or divides have never been a focus, we are united around core Christian values like love, grace and unity. We are poised for change and see a future of a vibrant church where our strong intergenerational relationships, thoughtful teaching, and engaging worship empowers our congregation to support one another and our community during times of joy and hardship. We aim to offer a place where people can find acceptance, grounding, and encouragement; ultimately growing into a congregation that listens, adapts faithfully, and responds to the needs of our community with humility and grace. Our congregation will reflect Christ's love, resulting in a community that engages in acts of compassion and serves others faithfully.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

The community in which we minister is a complex blend of affluence, diversity, and busy schedules. Laguna Niguel is known for its safety, scenic beauty, and high quality of life, yet many residents experience significant pressures beneath the surface. Younger families often face financial strain from a high cost of living, while older adults may experience loneliness or limited mobility. People here value independence, and although they may believe in God, they are not always connected to a church. These dynamics create a setting where many long for an authentic spiritual and community experience but lack natural pathways to find it. Our congregation hopes to respond by offering ministries that create connections, provide care, and build bridges across generational and social boundaries. To address emerging needs, we must remain flexible and willing to adjust our programming by prioritizing efforts that help people experience belonging and support. Increasing our presence in the city by expanding partnerships and reaching out to our community are essential steps toward becoming more visible and engaging. By leaning into our strengths - warmth, accessibility, and a commitment to service - we aim to serve Laguna Niguel with authenticity and compassion. Our goal is to reflect Christ's love in our community.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

This call will complement our small but dedicated staff by supporting them to oversee the daily programs/operations they are responsible for. Empowering our staff in this way will allow our new pastor to focus on strategic visioning and preaching for our church. By partnering with our existing volunteers and committee leaders, this person will help us move from our current programming toward our long-term vision of fostering deeper community engagement. Specifically, this role will provide the necessary leadership to expand participation in ministries while ensuring no one is overburdened; empowering the congregation to identify and use their gifts in service to strengthen our overall, collaborative ministry.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

- Demonstrated spiritual leadership capable of guiding a congregation into a fresh and Christ-centered season of ministry.
- Authentic teacher and counselor grounded in Scripture, who communicates with clarity, humility, and pastoral sensitivity.
- Bold, visionary thinker who can imagine new possibilities for ministry while remaining rooted in the church's mission and values.
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What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Our new Senior Pastor shall carry out the following responsibilities:

- Primary Objective of Position: Be a compassionate and visionary leader that guides our congregation's core ministries, deepening our mission and connection to the local community.
- Serve as Head of Staff, inspire healthy teamwork, collaborate with ministry leader to ensure all efforts align with our mission.
- Develop and deliver worship services that create a thoughtful, engaging, and spiritually grounded worship experience, offering sermons that are built on Bible scriptures and that are relevant to modern, multi-generational life.
- Provide vital pastoral care during life's milestones and challenges.
- Oversee financial/budget stewardship in a fiscally responsible and transparent way.
- Moderate Session with a consensus-building approach.
- Guide the congregation's Christian education effort and mentor parishioners to lead educational programs.
- Provide collaborative leadership in seeking creative new ways to grow our worship outreach and our various ministries with reverence to our foundational traditions.
- Lead our presence as a community partner, advancing our vision to love, connect, transform, and serve.
- Meet with Deacons and Elders in retreats or meetings throughout the year.
- Prioritize/Collaborate/Support annual church outings and travel such as a pilgrimage to the holy land/family camp/picnics/community engagement activities.

## Optional Links

Mission Study - - <https://lnpc.org/pnc>

Church Website - - <https://lnpc.org/>

## References

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### Reference #1

Craig and Kelley Baker  
Past Congregation Member, Elder,  
Deacon  
(913) 205-6150  
csbaker62@gmail.com

### Reference #2

Reverend Dr. Anette Rihovsky,  
Transitional Pastor / Head of Staff at  
Tustin, CA Presbyterian Church  
Former Associate Pastor  
(714) 544-7070 ext.103  
anette@tustinpresbyterian.org

### Reference #3

Reverend John Denton, Pastor / Head  
of Staff Grace Presbyterian at Vista,  
CA  
Former Youth Director  
(949) 505-3903  
pastor@gpcvista.org

## Self-Referral Contact Information

### COM

Steve Wirth

### Email Address

sewirth2011@gmail.com

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### EP

Sandra Sonhyang Kim

### Preferred Phone

7149563691

### Email Address

statedclerk@losranchos.org

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### PNC

Dori Dennis

### Address

29234 Kestrel Lane Laguna Niguel CA 92677

### Preferred Phone

(916) 340-5085

### Email Address

doridennis136@gmail.com

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