



**PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION  
100 WITHERSPOON STREET  
LOUISVILLE, KY 40202-1396  
Toll Free 1-888-728-7228 ext. 8550  
Fax # (502) 569-5870  
www.pcusa.org/clc**

### MINISTRY INFORMATION FORM

Ministry ID 11055

Ministry Name Taiwanese American Presbyterian Church of San Jose (TAPC)

Mailing Address 3675 Payne Ave

City San Jose State CA Zip Code 95117

Telephone Number 408-255-5579 Fax Number 408-244-5012

Email peisern@yahoo.com

Web site www.tapcsj.org

#### **Congregation or Organization Size (Select one)**

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- 1001 - 1500 members
- More than 1500 members
- N/A



Average Yearly Worship Attendance 120

Church School Attendance 35

Church School Curriculum Various

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Check if certified as eligible for participation in the Seminary Debt Assistance Program

**Ethnic Composition Of Congregation (in whole %):**

*Enter the percentage of each racial ethnic component of your congregation.*

     American Indian or Alaska Native

99 Asian

     Black or African American (African Native, Caribbean)

     Hispanic Latino/Latina, Spanish

     Middle Eastern

     Native Hawaiian or Other Pacific Islander

     White

Other 1

Presbytery San Jose Synod Pacific

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**Community Type (select one)**

     College                           Rural                        x   Suburban

     Small City                           Town                           Urban

     Village                           Recreation                           Retirement

     N/A

**Clerk of Session Contact Information:**

Name Pei Sern

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Address 3675 Payne Ave

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City San Jose State CA Zip Code 95117

Preferred Phone 408-255-5579 Alternate Phone n/a

E-mail peisern@yahoo.com FAX n/a

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**\*Select below the position to be filled and the minimal number of years of experience required (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

| <u>Years of Experience</u> | <u>Position Type</u>   | <u>Years of Experience</u> | <u>Position Type</u>                               |
|----------------------------|--|----------------------------|--|
| 5 yrs                      | Solo Pastor  |                            | General Assembly Staff                             |
|                            | Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff) |                            | Church Business Administrator                      |
|                            | Head of Staff (supervised one teaching elder and other staff)                          |                            | Executive Director                                 |
|                            | Associate Pastor (Christian Education)   |                            | Director of Music (non-ordained)                   |
|                            | Associate Pastor (Youth)   |                            | Minister of Music (ordained)                       |
|                            | Associate Pastor (Other)   |                            | Mission Co-worker (International)                  |
|                            | Pastor (Church Planter, New Worshipping Community)                                     |                            | Christian Educator (Certified)                     |
|                            | Pastor (Transformation/ Redevelopment)   |                            | Christian Educator (non-certified)                 |
|                            | Pastor Interim   |                            | Administrator                                      |
|                            | Pastor ( for a designated term)  |                            | Funds Developer                                    |
|                            | Pastor (Other Temporary i.e., Supply, Student)   |                            | Finance Manager                                    |
|                            | Pastor, yoked/parish   |                            | Media Specialist                                   |
|                            | Co-pastor  |                            | Communicator                                       |
|                            | Executive Pastor   |                            | Coordinator  |
|                            | Evangelist or Mission Pastor   |                            | Pastor (For Such a Time as This Pastoral Resident) |



|  |   |  |                               |
|--|---|--|-------------------------------|
|  | Bi-vocational/Tentmaker                                       |  | Youth Director (non-ordained) |
|  | Chaplain  |  | Other                         |
|  | Pastoral Counselor  |  |                               |
|  | College/Seminary Faculty                                      |  |                               |
|  | Seminary Staff  |  |                               |
|  | Campus Ministry   |  |                               |
|  | General Presbyter/Executive<br>Presbyter<br>Presbytery Leader |  |                               |
|  | Stated Clerk (Presbytery)                                     |  |                               |
|  | Synod Executive   |  |                               |
|  | Mid-Council Program Staff                                     |  |                               |



You may also specify the position title (if appropriate) \_\_\_\_\_

**\*Employment Status**

**Full Time**                       **Part Time**                       **Open to Either**  
 Bi-vocational (able to provide employment through outside partnership)

**Is this a yoked congregation?**     **No**     **Yes**

(If yes, please complete the Yoked Congregation Detail Form.)

**Clergy Couple** (Are you open to a clergy couple?)     **Yes**     **No**

**Certification/Training** (check below the desired certification or training needed for the position):

|   |   |
|---|---|
| <b>Interim/Transitional Ministry Training</b> _____ | <b>Interim Executive Presbyter Training</b> _____ |
| <b>Certified Christian Educator</b> _____           | <b>Certified Business Administrator</b> _____     |
| <b>Certified Conflict Mediator</b> _____            | <b>Clinical Pastoral Education Training</b> _____ |
| <b>Other</b> _____                                  |   |

**Language Requirements**

|  |  |                                    |   |
|--|--|------------------------------------|---|
| <input checked="" type="checkbox"/> <b>English</b> | <input type="checkbox"/> Spanish                     | <input type="checkbox"/> Korean    | <input type="checkbox"/> French                             |
| <input type="checkbox"/> Arabic                    | <input type="checkbox"/> Armenian                    | <input type="checkbox"/> Creole    | <input type="checkbox"/> Portuguese                         |
| <input type="checkbox"/> Japanese                  | <input type="checkbox"/> Russian                     | <input type="checkbox"/> Swahili   | <input type="checkbox"/> Burmese                            |
| <input type="checkbox"/> Cambodian                 | <input type="checkbox"/> Indonesian                  | <input type="checkbox"/> Laotian   | <input type="checkbox"/> Thai                               |
| <input type="checkbox"/> Vietnamese                | <input checked="" type="checkbox"/> <b>Taiwanese</b> | <input type="checkbox"/> Cantonese | <input checked="" type="checkbox"/> <b>Mandarin Chinese</b> |
| <input type="checkbox"/> Twi                       | <input type="checkbox"/> Sign Language               | <input type="checkbox"/> _____     | <input type="checkbox"/> Other                              |

**Statement of Faith Required**     **Yes**                       **No**

**Mission Statement**

What is your congregation's or organization's Mission Statement?

TAPC's mission is to worship our Lord with all our heart, love one another and evangelize Jesus' good news to the Asian Americans (Taiwanese-, Mandarin-, and English speaking) in the bay area.



## 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.

The vision of Taiwanese American Presbyterian Church of San Jose (TAPC) is to;

- 1) Preach God's gospel and share God's love with Taiwanese- Mandarin- and English- speaking population in the bay area.
- 2) **Bring in new members and fill our sanctuary to capacity (about 260 seats) in Sunday Worship.**
- 3) Build a solid faith foundation with spiritual growth through daily personal devotions, weekly group bible studies, annual retreats, newsletter sharing, personal testimonies, sacred music, and prayer meetings..
- 4) Become the body of Christ through fellowship with one another. Build loving and caring relationships among the congregation through visits, phone calls, fellowships, church activities, community involvement, sports, and other appropriate channels.
- 5) Share God's love through outreach to our extended church families, our community, and the "least among you" locally and internationally.

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

An emerging need of TAPC is to grow the congregation and bring new members to church to worship God and to share God's blessings.



With God's abundant grace and blessing, the Taiwanese American Presbyterian Church of San Jose (TAPC) ended almost 30 years of renting and sharing worship locations with other churches and moved into the current location in 2011. Since then, TAPC has had a place to call home with our own facility in which to worship our Lord. We have three worship services running simultaneously each Sunday: 1) Taiwanese Worship: 80+ people; 2) English Worship: 30+ people in English, and 3) Children Sunday school: 12+ kids.

TAPC has a non PCUSA pastor who is the Director of English Ministry, to enhance the spiritual growth and fellowship of our second generation members.

TAPC ministers to our congregation spiritually and fosters Christian love through different fellowship groups (Children, Youth, Young Adults, Unity, Women, Sports, and Evergreen), multiple Bible study groups, a prayer team, and a choir on a regular basis. We also have Sunday Schools for children, youth and adults. In the summer, we run a week-long Vacation Bible School (VBS).

TAPC is located in western San Jose area surrounded by residential homes, offices and nearby colleges. The church has ample space to house its emerging needs with a large main sanctuary, a Christian education wing, an office complex, and a very large multi-purpose building which includes a kitchen, meeting rooms, and fellowship hall.

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

The Pastor's primary role will be to help TAPC reach our vision and mission goals through his/her leadership. He or she will serve as a role model and vision-implementer for reaching out to the unconnected in our community. The Pastor will lead TAPC elected Elders, Deacons and volunteer teams to grow the congregation internally and externally.

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

TAPC seeks a biblically mature, compassionate, energetic Pastor to unify the congregation, teach biblically, and preach evangelistically. He/She must have fluent language skills (both speaking and writing) in Taiwanese, English and Mandarin. He/She should demonstrate strong strategic skills, is future-oriented, focuses on the larger





picture, can anticipate future consequences and trends, and proactively engages in problem solving. He/She should demonstrate great organizational ability, knows how to get things done effectively through formal and informal channels, can be relied upon to ensure projects are completed in a timely manner and within budget, monitors and evaluates plans.

The Pastor must possess great personal resilience, willingness and abilities to take challenges. He/She plays an advisor, has the ability to lead, motivate and equip our Session, deacons and congregation to carry out our mission and vision. He/She is expected to exhibit a genuine love of humankind, empathy, and a deeply held faith. He/she should be someone who enjoys leadership and works well with others, inspiring teamwork and motivates others to share their gifts to achieve a common goal.

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

The Pastor will provide vision, leadership and unifying pastoral guidance to help TAPC reach its full potential in spiritual vitality and membership.

▪ **Internal** :

1. Leading Sunday worship service, preaching inspiring sermons,
2. Leading bible studies and prayer meetings to grow congregation's spiritual maturity,
3. Visiting and caring of members,
4. Working closely with the Session and congregation to design, inspire and implement an ongoing vision and strategy founded on God's purpose for TAPC
5. Providing advice in fellowship,

▪ **External** :

1. Planning effective outreach strategies and community involvement in order to bring new members to TAPC.



2. Enthusiastically involved in community activities.
3. An active participant with the Presbytery of San Jose.

### **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)



## \*LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

| <b>THEOLOGICAL/SPIRITUAL INTERPRETER</b> |  |   |
|--|--|---|
| x  | <b>Compassionate</b> – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.   |   |
|  |  | x   |
| x  | <b>Preaching and Worship Leadership:</b> Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence. | <b>Spiritual Maturity:</b> Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology. |
|  | <b>Lifelong Learner</b> – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.   | <b>Teacher</b> – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.    |
| <b>COMMUNICATION</b>                     |  |   |
|  | <b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.   | x   |
|  |  | <b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.   |
|  | <b>Public Communicator</b> - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.  |   |
|  |  | <b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)   |



|                                  |  |   |  |
|----------------------------------|--|---|--|
|                                  | <p><b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>  |   |  |
| <b>ORGANIZATIONAL LEADERSHIP</b> |  |   |  |
| X                                | <p><b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>  |   | <p><b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/ organization’s vision and mission.</p>  |
|                                  | <p><b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>  |   | <p><b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.</p>   |
|                                  | <p><b>Externally Aware</b> - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.</p>  |   | <p><b>Entrepreneurial</b> - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.</p>  |
|                                  | <p><b>Risk Taker</b> – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.</p>   | X | <p><b>Task Manager</b> - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.</p> |
|                                  | <p><b>Willingness to Engage Conflict:</b> Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.</p>  |   | <p><b>Decision Making:</b> Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.</p>  |
| X                                | <p><b>Organizational Agility:</b> Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.</p> | X | <p><b>Strategy and Vision:</b> Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.</p>   |



|  |   |
|--|---|
| <p><b>Financial Manager</b> – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.</p>   | <p><b>Funds Developer</b> – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.</p>                  |
| <p><b>Collaboration:</b> Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.</p>  |   |
| <p><b>INTERPERSONAL ENGAGEMENT</b></p>   |   |
| <p><b>Interpersonal Engagement</b> - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.</p> | <p><b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.</p>   |
| <p>x <b>Motivator</b> - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.</p>   | <p>x <b>Personal Resilience:</b> Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate</p> |
| <p><b>Initiative:</b> Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.</p>  | <p><b>Flexibility</b> - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.</p>   |



|   |  |
|---|--|
| <p><b>Self Differentiation:</b> Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.</p> |  |
|---|--|

**\*COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere.* Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)

See Effective Salary Definition at [Board of Pensions](#).

Minimum **Effective** Salary   \$70,000                        Maximum **Effective** Salary   \$          

Housing Type                                 Manse

  **x**   Housing Allowance

           Open To Either (Manse or Housing Allowance)

           Not Applicable (*For Non-pastoral Positions Only*)

**\*EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church “...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus.”

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

  **x**   Yes

           No



**REFERENCES (Limit 3)**

**Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.**

Name Rev. Joey Lee  
Address 888 N. First Street #320, San Jose, CA 95112  
Phone Numbers 408-279-0220  
Relation Executive Presbyter for the San Jose Presbytery  
E-mail joey@sanjosepby.org

Name Mel Goertz  
Address \_\_\_\_\_  
Phone Numbers 408-272-8727  
Relation COM Liaison  
E-mail [melgoertz@att.net](mailto:melgoertz@att.net)

Name Rev. Mark Chen  
Address \_\_\_\_\_  
Phone Numbers \_\_\_\_\_  
Relation Non PCUSA Temporary Pastor  
E-mail [markchen1948@gmail.com](mailto:markchen1948@gmail.com)

**\*Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name San-Yuan Wu  
Address 3675 Payne Ave. (Church address)  
City San Jose State CA Zip Code 95117  
Preferred Phone 4089921377  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required): sywual@yahoo.com



**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee \_\_\_\_\_ Date June 19, 2016

*Signature*

Clerk of Session \_\_\_\_\_ Date June 19, 2016

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

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