



Dear PNC Members,

I am incredibly grateful and excited to engage with you about your Interim Head of Staff. I am currently serving in such a position at StoneBridge Community Church.

I have led a team of 100 employees while seeking to balance spiritual leadership with practical direction. In addition to preaching regularly, I teach to empower personal renewal, and lead seminars in transformation. As executive, I navigated an across the board, 9% budget decrease. I have led congregations through strategic planning process resulting in overarching visions and new pastoral leadership. Not long ago, I helped finalize the sale of a 1.7 million dollar property for the church, a project I had been leading for five years. It had me dealing with lawyers, working with city officials, rallying mail-in signatures from members and hosting town hall meetings for clarity and understanding.

In a head of staff role, a church wants a pastor with a passion to preach and teach regularly, in a variety of settings. That is the kind of ministry I love, working and living alongside people, helping them discover God's heart and purpose for their lives and for their community. In doing this I am privileged to bring a sense of the good news of God's presence and resources to all the challenges and blessings of life.

Pastoral ministry is a second career for me. I had a successful sales, marketing and fundraising career. While an elder at Hollywood Pres., I came to have a glimpse of God's kingdom that has fueled my passion for Christ for twenty years. I've since received my Master's and Doctorate from Fuller Theological Seminary. Through it all, Christ has led me to deeper levels of trust in him. What a journey! My gifts, skills and experience have been a strong match for needs like yours. I have attached my PIF. As we seek to determine God's direction for both of us, may His living word be a lamp to our feet and a light to our path.

Sincerely yours,

Dr. Neal Nybo

NealNybo@NealNybo.com

858-472-6581

542 Shanas Lane

Encinitas Ca, 92024



**Presbyterian Church (U.S.A.)
CALL REFERRAL SERVICES**

**100 WITHERSPOON STREET - MEZZANINE
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550 Fax # (502) 569-5870
Web Address: <http://www.clc.pcusa.org>**

Personal Information Form

(Part I) General Information

Name Nybo Neal S.
(Last Name) (First Name) (Middle Name)

Street Address 542 Shanas Lane

City Encinitas State CA Zip Code 92024

Preferred Phone __858-472-6581__ Alternate Phone __760-753-8904

E-mail nealnybo@nealnybo.com Fax

Ecclesiastical Status:

PC(USA) Presbyterian Minister of Word and Sacrament

Presbytery Membership: (For ministers and candidates)

Presbytery membership or Presbytery of care: 360-588 SAN DIEGO PRESBYTERY

Ordination Date: 02/23/97 (Month/Day/Year)

Candidacy Date: 06/15/95 (Month/Day/Year)

Formal Education:

Doctor of Ministry, School of Theology, Fuller Theological Seminary, June, 2012

Masters of Divinity, School of Theology, Fuller Theological Seminary, June, 1996

Bachelor of Science, Business Management, California State University, Northridge, January, 1981

Continuing Education:

Please fill out the following information also. This information is for office use only and will not be distributed.

Social Security Number: Available as necessary

Date of Birth: 09/12/57 (Month/Day/Year)

Gender: M F



Ethnic Orientation: Caucasian

Personal Information Form

Part 2 – Detail Information

Positions you would consider

(Check only those positions with which you want this PIF matched. If you already have some experience for the position(s), check the “Y” column; if you do not have experience in that position(s), check the “N” column.)

Experience Position Type

Interim Head of Staff Pastor

Employment type:

Full Time

Community types you would consider:

Any

Church sizes you prefer:

250-1500+ members

Primary Skill Choices:

(Select up to ten skills in which you have experience or training that you would like to use in your next position.) (A list of skill definitions is included for your information.)

<input checked="" type="checkbox"/> Administration of Programs	<input checked="" type="checkbox"/> Leadership of Staff/Volunteers
<input checked="" type="checkbox"/> Conflict Management	<input checked="" type="checkbox"/> Preaching
<input checked="" type="checkbox"/> Congregational Communication	<input checked="" type="checkbox"/> Problem Solving/Decision Making
<input checked="" type="checkbox"/> Corporate Worship/Sacraments	<input checked="" type="checkbox"/> Spiritual Development
<input checked="" type="checkbox"/> Development of New Educational Experiences	<input checked="" type="checkbox"/> Strategic Planning
<input checked="" type="checkbox"/> Leadership Development	

Work experience you have:

20 years ordained pastor in three churches:



800 member Westminster Pres., Westlake Village, CA
 1500 member Solana Beach Pres., CA
 1800 member Rancho Bernardo Community Pres., San Diego, CA
 800 member San Clemente Pres., San Clemente, CA
 600 member Stonebriedge Community Church, Simi Valley, CA

14 years, business, sales, marketing, fundraising/development

National Sales Director, Sparrow Records
 Regional Development Director, Intervarsity Christian Fellowship
 National Marketing Director, Charles E. Fuller Association
 President, Nybo Resources Fund Development

Languages in which you are fluent:

X English

Are you filing as a clergy couple? Yes ___ No X

Minimum cash salary you would consider: \$ ___ split between salary and housing ___/Year
 (Do not include housing or other allowances in this figure)

Are you a member of the Board of Pension's pension/medical plan? Yes X No ___

Are you willing to serve in a church or institution composed mainly of persons of another race/ethnicity other than your own?

Yes X No ___

Please list your work experience:

Interim Senior Pastor StoneBridge Community Church 4832 Cochran Street, Simi Valley, CA. 93063 (805) 526-5475 January 2019 to present	Executive Pastor Rancho Bernardo Community Pres. 17010 Pomerado Rd. San Diego, CA 92128 1800 members, 1300 attendance, Suburban October 2007 – October 2015
San Clemente Presbyterian Church 119 Avenida de la Estrella, San Clemente, CA 92672 (949) 492-6158 August 2017 – December 2018	Associate Pastor, Congregational Life Solana Beach Presbyterian Church Solana Beach, California, 92075 1700 members, 1000 attendance, Suburban February, 1998 – September 2007
Interim Senior Pastor Rancho Bernardo Community Pres. 17010 Pomerado Rd. San Diego, CA 92128 October 2015 – June 2017	Interim Associate Pastor, Youth Westminster Presbyterian Church Westlake Village, California 800 members, 600 attendance, Suburban February 1997 – January 1998



Please list your other services to the Church or denomination for the past 10 years:

<p>Pastor, Interim Transition Team, RBCPC, 2015-2017 Member, San Diego Presbytery HR Committee, 2009-2015 Member, San Diego Presbytery Council, 2008 Pastor, San Diego Presbytery, 2007 Moderator, San Diego Presbytery, 2006 Member, Church Response Team, Westminster Pres., 2006</p>	<p>Chair, Administrative Commission, Mt. Soledad Pres. Church 2005 Member, Presbytery Meeting Planning Committee 2004, 05 Delegate to General Assembly, 2002 Ordination Examination Reader, 2003, 2004 Chair, Committee on Preparation for Ministry, 2000-2003</p>
--	--

Please describe the characteristics of the church or organization you would like to serve, and the unique gifts, skills and experiences you would bring to the position: *For each narrative question, please limit your responses to no more than 1/2 page (1500 characters including spaces and punctuation).*

The Leaders are Equipped and Equipping

I will most effectively serve a congregation whose expectation is that pastoral staff will minister out of personal devotion and passion to Jesus Christ, and will mentor and disciple leaders and members who in turn do the same with others. The preaching, teaching and public ministry is focused on equipping the congregation for personal and corporate discipleship, service and outreach.

The Congregation is itself a community and an unstoppable force in the broader community

The work of the church is to be creating and living in redeemed, transparent, risk taking relationships that form healing and Christ-following Communities. God uses the wrestling with, and resolving, of real issues in community to do deep, transformative work in human beings. This profound work of the Holy Spirit is what initially drew me into ordained ministry. I have discovered that the life transformation in Christ that I seek is only available as Christians live and work together over time. Jesus preached that the kingdom of heaven is at hand in Matthew 4:17. This presents a life giving opportunity for repentance and re-evaluation of the way individuals and communities engage the world. This kingdom call is the only way that conflict in church will be recognized and ultimately resolved. God’s kingdom encourages, even requires, believers to take risks together to offer redemption and restoration to the neighborhoods in which they live.

The environment is relaxed and relational

I give and receive honest feedback all the time. My team of staff, elders, and volunteers will be interested in the same things and will cooperatively work toward the same goals. My primary spiritual gifts of leadership, faith and helps guide my relationships as well as my preaching, teaching, counseling and visioning. I welcome people on the team with complimentary gifts like administration and discernment who genuinely seek to serve Christ faithfully and grow into Him fully.

Please describe your present call and accomplishments:

I serve as Executive Pastor in a church of 1800 with weekly attendance of 1300. Our staff has 100 great people including about thirty full time pastors, ministry directors and support staff. I supervise all but five pastors and ministers. As the second, I am in the pulpit once a month. While much of my work is day to day management and coordination, I have been able to contribute significantly to the direction and renewal of the church as well as addressing significant obstacles. These include:

- 2008 Overseeing 9% cut in budget** and the staff cuts and restructuring associated with it. Anticipating budget changes in 2008, I implemented conversations with HR and senior staff which led to painful but thought through personnel. When giving remained down, the church was prepared and ended the year in the black.
- 2008-2009 Creation and implementation of session task forces** which developed the church’s current emphasis on personal discipleship within the church and outreach to the next generation. I created a process that actively involved two hundred members and led almost one thousand members to make thoughtful financial and discipleship decisions.
- 2008-2009 Negotiating improvements and sale of property.** A multimillion dollar outreach plan including the purchase of property and building of a multi- purpose facility to bless the community was shut down by the city just before I arrived at the church. Over five years, I coordinated efforts to engage neighbors and the city council, ultimately winning approval to sell the property and release almost two million dollars for new ministry.



4.

2010 Overcame resistance and used missional coaches who helped lead staff and elders in vital new ways of thinking and acting.

5. **2011 -2012 New direction for staff and elders**, I led a restructuring process which created new positions, renewed passion and clear direction for discipleship, missional outreach, and next generation. Senior staff commented, “we could not do a year ago what we are doing today,” and “the best we have been.”

Please describe your leadership style:

I look for opportunities to attract new people and reclaim lost ones. I am an entrepreneur with big ideas as well as the discipline to follow through and administrate. On my best days I am not afraid to stir the pot and challenge a team or group or individual to face their issues and fears and do something about them. I am innovative and creative. I am most effective in a team with others who excel at detail and maintaining existing structures. My characteristics might be summarized this way:

- Loves to give others glimpses of God’s kingdom
- Senses and seizes opportunities
- Spots voids and fills them
- Loves a new challenge

What are the key theological issues currently facing the church and society, and how do they shape your ministry?

The primary theological issue facing both the church and society is whether God makes any difference in this life or not. This is not to say that pressing issues in our denomination like the authority of Scripture, ordination standards, and the deity and atonement of Christ are not vital. They are important enough to me that I led in the creation of San Diego Presbytery’s Essential Tenets and Reformed Distinctives document, <http://www.presbyterysd.org/reports/etrdmaster.pdf> . These core beliefs are primary in the church and underpin any involvement with society. But, church will be increasingly irrelevant to society until it explains how God makes a difference in current, every day life. After we offer hope, we can talk about our core beliefs. This isn’t just about society pushing the church to the margins. It is about Christians who say God makes a difference but don’t experience it. They end up majoring in all the trappings of their religion without the benefit of the transforming life Christ offers. This desire for transformation shapes every message I preach, lesson I teach and counsel I give. Jesus offers us the life we were created to have. Jesus makes all the difference in the world. That is worth our best efforts to live and communicate.



Please enter references here:

I am deeply grateful that the late Dr. Dallas Willard is one of my references. He is a friend I hold most dear. If you don't know him, I invite you to google him and begin a life changing journey as I did years ago. I have attached a letter of recommendation from Dr. Willard.

<u>Name</u>	<u>Relation to you</u>	<u>Phone</u>	<u>E-Mail</u>
Nancy Martin Vincent Synod Executive, N. CA	Professional associate		
Andy Thompson Interim Search Com, StoneB	Chair of search committee		
Nicole Phillips NPR Kindness Podcast Host	Co-author		
Brett Knox Interim Search Chair, SCPC	Chair of search committee		
Sally Thompson Office Manager, StoneBridge	Direct Report		
Alan Mansfield Attorney	Former church member		
Peggy Hall Board President, Zephyr Point Conference Center	Professional associate		
Ken Blanchard Author, Speaker	Friend, Mentor		

X I hereby authorize those inquiring into my suitability to contact my references.

Signature Rev. Neal Nybo Print Name Neal Nybo Date January, 5, 2006



Sexual Misconduct Self Certification

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly(1991), and was revised by the 205th General Assembly(1993).

Please check one of the following:

X *I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.*

 I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.

The information contained in my Personal Information Form on file with Call Referral Services is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial or proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

X *I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.*

Signature Rev. Neal Nybo Print Name Neal Nybo Date March, 5, 2007

- ined*
 - iminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
 - vil court, "sustained" means that there has been a judgement against the defendant.
 - cclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure
 - nd, by a permanent judgment judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.
- ling*
 - iminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is
 - : a verdict.
 - vil court, "pending" means a case in which there has not been a decision or judgment,
 - cclesiastical case, "pending" means an accusation is being investigated by a special disciplinary committee or charges have been
 - ut have not been decided by a permanent judicial commission; or an accusation or charges are in an equivalent state or process in a
 - other than the PC (USA).

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy]; 2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships; 6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)

Dallas Willard

*Professor of Philosophy, USC
Speaker and Author*



**Nudi Nudum
Christum Sequi**

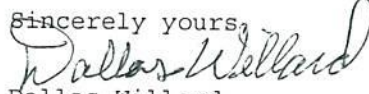
April 22, 2006

PASTOR NOMINATING COMMITTEE:

CONCERNING: REV. NEAL NYBC:

I have known Neal for more than fifteen years, and been involved with his spiritual growth and calling quite intimately over those years. My last close association with him was when he took a two-week retreat seminar on "Spirituality and Ministry" in Fuller Seminary's D. Min. program with me last June.

Neal is simply a wonderful human being of great talents and gifts. I have never seen or heard of anything but good in his life or his ministry. He is a humble, wise follower of Jesus Christ, whose determination is to "walk the walk" from inward transformation into Christlikeness. I have found him to be a gifted communicator, a constant learner, and a person with good sense and sensitivity in human relations. People naturally look to him for leadership and love to be in his presence. It seems to me he has the qualities and the grace to succeed well in even the most difficult of pastoral situations. I am praying that he will have increasing opportunities to speak and to write, for I think what he has to say has now reached a quality that will make him a rich source of guidance and instruction in the spiritual life to many people. Should you care to contact me, the best way is by email:
dwillard@usc.edu.

Sincerely yours,

Dallas Willard

web site:
www.dwillard.org

e-mail:
dwillard@usc.edu



Neal Nybo, Statement of Faith, 2013

I have come to believe that the essential tenets and reformed distinctives traditionally held by the Presbyterian Church (USA) and articulated in its Constitution are my best understanding of God's personal revelation in Scripture, in nature and in the work of human history. I believe the Triune God revealed as Father, Son, and Holy Spirit, has a plan for the world that includes the salvation of humanity (1 Tim. 2:3-5). Salvation is made possible through Jesus Christ's life, death and resurrection. We learn this from the Bible, God's uniquely inspired writing that is for all people in every age, for teaching, correcting and training in uprightness and equipping for God's good work (2 Tim. 3:16).

God is at work in every person. He knew them before they were born and knit them together in their mother's womb (Psalm 139:13). He plants seeds, builds faith, redeems brokenness, establishes holy patterns, respects choices. Our opportunity is to look back and see God's loving fingerprints throughout our lives and to surrender to God's goodness and Christ's Lordship. But, people are in rebellion, walled up in their personal kingdoms, separated from God. God graciously rescues people from this domain of darkness and brings them into the Kingdom of his beloved son (Col. 1:13). Many people resist surrendering and remain in rebellion and not all of humanity is saved, only those who believe and surrender. This is not faith and works but faith demonstrated by works.

God has been drawing human beings from everywhere on earth to be God's sacred people, a testimony to God's goodness (Eph. 2:6, 7). But Christians, far from being salt and light to the world (Matt. 5:13, 14), swagger through life, revealing only ourselves, instead of Christ (Col.3:1-4). Christians too often know about God without fully knowing God. We say much about Jesus but seem unable to live out his love and transformation among those he came to save. Using Jesus' metaphor of seeds and soil from Mark 4:1-9, we must create an environment of growth and discipleship in our hearts and churches. Then, God's Spirit can grow the seed of faith planted in us. We can create a productive heart and soul environment by practicing habits and activities like listening prayer, fasting, silence and solitude individually and with others. (Heb. 10:24, 25). When we pay attention to the people, circumstances, and events of our lives, the Holy Spirit is able to move life into the seed of faith and send roots deep into our heart soil, growing our whole lives beyond expectation.

From this growth, we are able to serve out of who we have become in Christ, individually and together. This is God's covenant commitment worked out in our lives together in the church. The sacraments of baptism and the Lord's Supper are visible signs of God's invisible reality and commitment to God's people. The real presence of Jesus is recognized in his community and remembered in the bread and cup of communion (1 Cor. 24-26). The promises of belonging, forgiveness, and eternal life are demonstrated in the waters of baptism. In this community of God's people, we dare not substitute rules, cultural values and the expectations of others for the clarion call of Christ in our lives (2 Tim.2:2-24, 1 Cor. 2:2). Our gracious opportunity is to surrender to Christ so he appears in and through us. I pray, Christ appear and by your grace let me be there as well, as a



follower in your kingdom. Christ, through your church and through me, appear in the world you love.