

Point Loma Nazarene University
Center for Pastoral Leadership (CPL)
2025-26 Annual Report

Description of Mission and Purpose

The work of the Center for Pastoral Leadership (CPL) is deeply rooted in its core mission and purpose. As articulated on our website, our guiding statement is:

The Center for Pastoral Leadership is a Christ-centered resource dedicated to supporting, encouraging, and developing pastors and congregational leaders.

Building Relationships

- Among pastors within cohort groups, fostering mutual encouragement and accountability
- Between scholars with expertise in theology, psychology, and organizational leadership, and practical ministry leaders
- Between Point Loma Nazarene University and local churches and denominational entities

Equipping for Lifelong Ministry

- Through compassionate care-giving that sustains pastors in their calling
- Via peer learning and coaching networks that promote continuous growth
- Through ongoing continuing education, seminars, and specialized training programs

Developing Strategies for Effective Ministry

- Drawing on Wesleyan missional theology to inspire authentic, community-focused ministry
- Incorporating insights from organizational, psychological, and sociological research to inform best practices
- Leveraging the wisdom and experience of recognized field experts to shape innovative approaches

The CPL serves pastors and church leaders across the Southwest region, including both the Church of the Nazarene and the broader Christian community. Resources are provided in English and Spanish, ensuring accessibility for diverse congregations.

The CPL website is actively maintained and updated regularly to reflect current news, upcoming events, and ongoing initiatives.

[https://www.pointloma.edu/centers-institutes/center-pastoral-leadership.](https://www.pointloma.edu/centers-institutes/center-pastoral-leadership)

Personnel and Accountability

The CPL team comprises dedicated and highly capable professionals whose collective expertise ensures the success of the center's initiatives. Feedback gathered through annual reviews consistently highlights high morale, strong teamwork, and individual satisfaction with their roles.

- **Dr. Derek Taylor**, Director

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- **Dr. Jonathan Salgado**, Coordinator of Latino Initiatives
- **Kelley Klassen**, Program Coordinator

The center maintains direct accountability to the President of Point Loma Nazarene University. To this end, the CPL director meets monthly with President Fulcher to review progress, align strategic efforts, and ensure the center's initiatives support the university's broader mission.

Sharing PLNU's Resources

Since its founding, PLNU has benefited from the stewardship and generosity of Nazarene churches. The CPL remains committed to exploring innovative ways for the university to share its resources more broadly with pastors and churches across the educational region. These efforts serve to build mutual support and foster stronger relationships between the university and local congregations.

Loma Ocean View Escapes

For over a decade, the CPL has facilitated the use of flex housing—furnished two-bedroom apartments—offering pastors and their families a free week of much-needed vacation during early summer months. In 2025, twelve units were made available for nine weeks, making this one of our most valued resources. CPL summer interns are responsible for setting up, maintaining, and cleaning these units, ensuring a welcoming environment for guests.

Furthermore, these apartments have served as housing for participants in Maker's Space, a Lilly Endowment-funded program led by Dr. Dean Blevins at Nazarene Theological Seminary. This partnership enabled us to provide housing for 45 pastors, primarily from the Southwest Field educational zone, supporting ongoing leadership development.

PLNU Computers

When PLNU's IT department cycles out computers and other technological equipment, these items are refurbished and made available at no cost. The CPL receives and distributes these resources specifically for ministry-related purposes. Over the past year, about 10 computers have been supplied to pastors and churches, significantly expanding their capacity for digital ministry, administration, and outreach.

Conferences and Seminars

The CPL hosts multiple gatherings each year aimed at fostering professional growth, encouragement, and mutual support among pastors and church leaders. Each event is designed with a distinct focus, purpose, and audience in mind:

Ministerial Candidate Workshop (MCW)

For more than 15 years, the CPL has partnered with Southwest Field Nazarene districts within the PLNU region to offer an intensive weekend designed specifically for licensed ministers and

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their spouses who are on the pathway to ordination. This event includes worship, counseling, seminars, and personal assessment. Participants undergo a comprehensive battery of psychological tests aimed at evaluating their effectiveness in life and ministry. They then meet twice—once via Zoom before the weekend and once during the event—with clinical psychologists to review and discuss their results.

Based on these assessments, recommendations are made to district superintendents regarding each participant's suitability for pastoral ministry. Dr. Chris Adams, director of Biola University's Rosemead School of Psychology, oversees the clinical counseling team, ensuring a professional and compassionate approach. Over the years, this initiative has been one of the most frequently and sincerely appreciated programs by district superintendents, credited with providing invaluable insights into pastoral effectiveness and readiness.

Pastoral Coaching

Pastoral coaching has emerged as the most vital new initiative for the CPL, with significant growth potential. It promises to become an increasing focus of our staffing, resources, and strategic planning in the coming years.

Lilly Endowment – Ministerial Coaching Initiative

Now in its sixth year, this flagship program is was originally funded by a generous Lilly Endowment planning grant of \$50,000 and a programming grant of \$1 million. In addition, this year our center was able to secure a sustainability grant of \$500,000. The initiative provides pastors with both monthly one-on-one coaching and bi-monthly group coaching sessions. Launched in 2020, the program aims to bolster pastoral leadership throughout the Southwest U.S. by equipping pastors to handle contemporary ministry challenges with resilience, authenticity, and relational strength.

With a team of more than 40 professionally trained coaches, the initiative has expanded to serve pastors across the U.S. and Canada, offering coaching in English, Korean, and Spanish. Below is the baseline data for this initiative.

Baseline Data (2021–2025):

Metric	2026	Total from 2021– 2026	Cumulative Total (2021– 2025)
Number of cohorts begun	15	68	71
Number of participants	102	338	507
Churches represented	79	272	457

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MCI Development Weekend

An integral part of the initiative, the **Development Weekend**, was held in early June. Coaching program participants gathered to hear Dr. Chris Adams lead a seminar on the “Shame and Grace” exploring ways pastors can navigate their developmental needs associated with these areas. Cricket Buchler presented on Crucial Learning’s *Crucial Accountability*, teaching “a step-by-step process for addressing missed commitments, broken promises, and performance gaps. It equips people at all organizational levels to hold anyone accountable—regardless of formal power or authority—while repairing trust and maintaining positive relationships.” (Crucial Learning, ND)—invaluable tools for leaders facing resistance or complex challenges. Finally, Dr. Ross Oakes Mueller led a seminar entitled, “Cultivating Forgiveness,” helping pastors navigate the complexities of congregational seasons of hurt. This popular event drew 84 participants, making it a significant gathering for leadership development.

Webinar Workshops

In addition to in-person sessions, the CPL hosted multiple virtual webinars as part of a monthly webinar initiative. Below is a list of workshops presented this year.

Webinars:

Wed, Jan 21	Virtues of Neighbor Love Cultivating Trust	Ross Oakes Mueller	84 signed up
Wed, Feb 18	Virtues of Neighbor Love: Compassion	Ross Oakes Mueller	79 signed up
Wed, Mar 11	Virtues of Neighbor Love Cultivating Forgiveness	Ross Oakes Mueller	56 signed up
Tues, Apr 21	El concepto de salud integral	Jonathan Salgado	148 signed up
Thurs, May 14	La iglesia como comunidad de salud integral	Jonathan Salgado	32 signed up
Thurs, June 18	Desafíos para la familia de hoy y la relevancia de un ministerio orientado a la familia dentro de la iglesia	Jonathan Salgado	29 signed up

These seminars provided practical skills to help pastors improve organizational efficiency and foster healthy habits within their ministries and personal lives.

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Latino Initiatives

Led by Dr. Jonathan Salgado, this office aims to strengthen connections between Latino pastors, churches, and PLNU's broader ministry efforts in the region. Under his leadership, the office actively supports the development of contextual strategies for Latino ministries, fostering community, leadership, and theological growth. This past year, Jonathan's key activities included:

- Attending and representing PLNU at five district assemblies.
- Leading eight Workshops and Conferences for three districts in the region
- Attending two Pastor's Retreats
- Facilitating retreats for pastors' families held off-campus
- Presenting three Webinars about holistic health in the church
- Organizing short-term intensive therapy retreats for couples (hosted on PLNU campus)
- Providing Counseling Sessions for pastors and their families of the PLNU region
 - *(An average of 4 sessions per week via Zoom in the last 10 months and an average of 3 sessions per week in person in the last six months)*
- As part of the Global Faculty for the COTN teaching and serving as advisor in theological schools and districts internationally *(in Argentina, Peru, Guatemala, México)*
- Speaker at Pastors Day in Ensenada, BC
- Speaker at the National Pastors Congress in Oaxaca, Mexico.
- Participating as guest lecturer for classes at the School of Theology and serving as mentor to some students at PLNU.
- Preaching on the regular basis at different churches in the region.

Much of Jonathan's focus remains on coaching and mentoring Spanish-speaking pastors—providing vital support in both the United States and Mexico. He and his wife, Maggie, dedicate significant time to building relationships and providing leadership development opportunities.

Church Relations

The CPL continues to actively seek innovative ways to strengthen the relationship between Point Loma Nazarene University and local churches, aiming to cultivate a spirit of partnership and goodwill that benefits both. These efforts support not only ministry growth but also student recruitment and potential financial support for the university. This year we targeted the top 10 most attended (by PLNU Students) San Diego Churches and reached out to strengthen relationships, initially, in two strategic ways: (1) First, we offered the Smee office spaces as places for pastors to gather and do leadership development with their teams and/or boards. (2) Second, we scheduled local churches to come on campus every other week to meet with students and purchased food to facilitate this connection.

Choir Tour

This year, the CPL coordinated and sponsored (financially) the annual PLNU Concert Choir tour

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with the Northern California and Sacramento Districts, providing diverse church performances and engaging community outreach. Melva Morrison, the choir director, provided excellent leadership through this collaboration. The response from congregations was enthusiastic and affirming, strengthening ties between the university and local churches. 53 students participated from the Choir and the tour visited San Ramon Church of the Nazarene (San Ramon, CA), Hope Point Nazarene Church (Yuba City, CA), Redding Church of the Nazarene (Redding, CA), Oroville Church of the Nazarene (Oroville, CA)

District Assemblies

The CPL staff, with support from Dr. Holly Irwin, attended all 12 district assemblies across the region. These meetings offer valuable opportunities for direct engagement with pastors and church leaders. The staff set up display tables, supported President Fulcher's participation, and delivered the PLNU report when needed, fostering awareness and connection.

District Leadership Retreats (aka Pastor and Spouse Retreats)

Annually, the CPL staff attends 6-8 retreats during the fall, investing extended time with pastors and their spouses. These retreats serve as one of the most important moments each year to establish and deepen relationships within the district, demonstrating PLNU's commitment to supporting pastoral wellbeing.

Southwest Field District Superintendent Retreat

This year, CPL hosted the inaugural Southwest Field District Superintendent Retreat—aiming to establish an annual tradition that fosters relationship-building and strategic collaboration. This year retreat included a special time of relationship building with President Fulcher as well as connection time with leadership faculty from the Business Department.

Hosting the USA/Canada District Superintendent Leadership Retreat

This year, following the Southwest Field DS Retreat, CPL, in collaboration with the Presidents office and Worship Arts hosted a dinner at Liberty Station for the 204 District Superintendents, General Superintendents, Regional Leadership and their spouse. The agenda included worship, testimonies from PLNU Students and a devotional from President Fulcher.

Hosted Events

During the year, the CPL served as a host for several significant church-related events, providing logistical support and organizational facilitation. These events help foster community and youth engagement, and include:

- **Elevate** – An event that drew approximately 1,500 youth and their leaders from Nazarene churches during Memorial Day weekend. It provided a space for spiritual growth and community building among youth.

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- **Children’s Bible Quizzing** – A large gathering involving hundreds of children and their sponsors focused on biblical knowledge, Scripture memorization, and friendly competition, encouraging spiritual development from a young age.
- **PK Retreat** – A retreat for the children of pastors that focuses on their own developmental needs given the role complexities they face given the vocation of their parents.
- **Makers Space** – A retreat hosted by Dean Blevins and NTS focused on curriculum for children’s ministries that focuses on virtues.

These annual events underscore the CPL’s ongoing commitment to youth and family ministries, vital areas of focus for the regional church.

Committee Leadership

CPL began facilitating a strategic committee, at President Fulcher’s direction, focused on increasing Nazarene attendance at PLNU. Participants include Scott Shoemaker (Associate VP for Enrollment and Retention, Tim Benefiel (Associate VP, Office of Accounting and Finance), Joe LaLuzerne (VP for Finance and CFO), Mark Lehman (District Superintendent, Los Angeles), Daren Pitcher (District Superintendent, Central California), Daniel Reed (Director of Financial Aid). The committee’s work is focused on the following objectives:

1. Affordability & Clear Financial Pathways
2. Relationship & Presence Rebuild
3. Targeted Marketing & Data Activation
4. Reputation & Theological Credibility

Summary

PLNU’s Center for Pastoral Leadership remains committed to its primary mandate: to come alongside pastors and churches by providing resources, training, and support that address the complex realities of ministry in today’s social and cultural landscape. The initiatives highlighted in this report exemplify the long-term investments in leadership development, spiritual formation, and community building.

The CPL staff is proactive in adapting to emerging challenges and continually developing new resources to meet the evolving needs of pastors and church leaders. The positive feedback gathered from participants highlights the significant impact these efforts have on individual leaders and congregations alike.

The persistent demand for additional resources, combined with the strong reputation of the CPL, provides a strategic opportunity to expand our programs, deepen partnerships, and further embed ourselves as a vital resource for ministry excellence—serving to sustain and strengthen the vital work of the church in this increasingly complex social context. As we look ahead, the CPL remains dedicated to pursuing innovative initiatives, fostering meaningful relationships, and equipping pastors and church leaders to serve with resilience, wisdom, and faithfulness. Our

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collective goal is to ensure that ministry leaders are well-supported, spiritually nourished, and empowered to lead effectively in their communities.

We are grateful for the ongoing partnership with Nazarene churches, denominational bodies, and the broader Christian community, all of which continue to fuel the vitality and effectiveness of the CPL's work. Through these collaborative efforts, we remain committed to advancing the kingdom of God by investing in the leadership and spiritual health of those who serve the church—today and into the future.

We look forward to building on our successes, extending our reach, and deepening our impact in the years ahead, trusting that God will continue to use the Center for Pastoral Leadership to honor His calling on pastors and churches across our region.