



## About The Executive Associate Pastor Position



### **The Rancho Santa Fe Community**

Rancho Santa Fe and the surrounding area is an upscale community designed to encourage a gracious and somewhat rural lifestyle while at the same time affording the finest amenities of modern life. Generally, the population is somewhat older than the national average. The typical residents are highly educated, well-traveled, somewhat socially conservative, successful in their careers, affluent, and also committed to community. Some residents have lived here a very long time, but most have come to the area of their own will after having achieved the means to do so. At the same time, the church attracts a large number of members from a wide swath and geographic distance, making it also a regional church.

The community's needs are primarily spiritual and social rather than physical or economic. As such, the church seeks to be an extended family of those who, after having accomplished some degree of worldly success, still need the nurture of the church in their spiritual and social lives. Deep personal connection with others and spiritual connection with God are all pursued within the framework of discipleship to Jesus. There is also a strong interest in God's work around the world, both as a way to serve and a way to grow personally in the way of Christ.

### **What is the vision of our ministry?**

The Village Community Presbyterian Church is committed to “Following Jesus for Life” by worshiping the living God, proclaiming God’s love, preserving God’s truth, nurturing His community, lifting up His children, and recognizing God’s rule and reign.

Our faith is rooted in Jesus Christ as Lord, the Word of God revealed through the Holy Spirit in Scripture and the Spirit who empowers the Church. Our hope lies in God’s victory over evil, Christ’s transformative power in our lives, and the Holy Spirit’s assurance of eternal life. We express love for God who created and redeemed us, for others with self-sacrificing generosity, and for ourselves as beings made in God’s image.

We strongly urge our community to live out our faith and offer many ways to do so, from over 20 local and international mission organizations to volunteer opportunities within our church community (from teaching Bible and book studies to programs with children and youth).

### **How will the Executive Associate Pastor complement the responsibilities of the staff and volunteers of The Village Church and the life of the congregation?**

The Executive Associate Pastor will lead the ministry staff - currently 7 Directors - to ensure they are successful in executing the goals, objectives and initiatives of the church’s strategic plan. They will work with the Directors to engage members of the congregation in the ministries of the church. In addition, they will work alongside the Senior Pastor, assisting the Senior Pastor in pastoral care, teaching and preaching as well as working side by side with the Executive Administrator to ensure a cohesive and collaborative team.

### **What skills, gifts, and training does The Village Church seek to be part of the ministry that leads the congregation toward the established vision and mission?**

The Executive Associate Pastor must provide spiritual guidance, counsel, and leadership that reflects a commitment to Christ, the church’s mission, and the teachings of the Christian faith in the Reformed Tradition. They must be able to inspire, mentor, and develop staff and volunteers, fostering a culture of collaboration and accountability and a pastoral heart to care for and nurture the growth of the congregation and staff. They will display strong skills in leading and managing large church operations, multiple highly motivated and independent staff, and a mix of seasoned, experienced volunteers as well as in integrating newcomers into the life of the congregation. The Executive Associate Pastor will be adept at managing resources to maintain efficiency and effectiveness and be proficient in managing and resolving interpersonal or organizational conflicts with grace and wisdom. They will deeply rely on the Holy Spirit for wisdom in guiding the church through challenges and opportunities and have a capacity for thoughtful and prayerful decision-making emphasizing both short and long-term planning. They will have an uplifting presence that motivates others to pursue the callings and serve with joy, offering gentle guidance and connection while maintaining a posture of love and care. The Executive Associate Pastor will have a Christ-centered approach to leadership that prioritizes serving others.

**What areas of ministry does The Village Church expect the called individual to be responsible for?**

The Executive Associate Pastor is to serve as a key leader in the church. They will oversee the operational functions of the church while also contributing to pastoral care, spiritual development, and ministry leadership. They will supervise the ministry directors, creating clear goals, expectations, and accountability. They will foster a culture of teamwork, spiritual growth, and professional development. They will provide leadership and direction for the individual ministries and feedback and resources to help them grow. They will serve as the point person for ministry conflicts or challenges, ensuring resolution aligns with Biblical principles and church policies.

The Executive Associate Pastor will assist in preaching and leading worship, bringing God's Word through the Holy Scripture, and providing biblical teaching in a classroom setting. They will serve as a trusted advisor and partner to the Senior Pastor, providing input on major decisions and initiatives. They will provide pastoral care to the staff and congregation, support the Senior Pastor in officiating weddings, memorials, and baptisms, and be a resource to the Deacons. They will have a forward-thinking attitude that embraces innovation while honoring the church's heritage and flexibility to navigate changes and lead effectively in times of both growth and challenges.