

Ministry Discernment Profile

Congregation Size

- 900+ members

Average Worship Attendance

- 400

Church School Attendance

- 40

Curriculum

- Nursery (ages 0-3) uses the See What God Does curriculum by DiscipleLand
- TK-5th grade use the Wonder Ink curriculum from David Cook.
- Youth group (grades 6-12) use Lifeway HyFi curriculum, which is supplemented by the Youth Director.

Community Type

- Town

Intercultural Composition

- Prefer not to answer

Position Type

- Pastor – Head of Staff

Experience Required

- 5-10 years

Specify title/PT work hours (if applicable) Title is Sr. Pastor

Employment Status

- Full Time

Training/Certificate Requirements

- MDiv or higher from an accredited seminary.
- Ordained (or eligible for ordination) as a teaching elder (Minister of Word and Sacrament) in the PC-USA in good standing.

Language Requirements

- English

Statement of Faith Required

- Yes

Are you open to a clergy couple

- Yes

MDP Application Deadline (if applicable) Not Applicable

Church Mission/Vision Statement (1,500 characters or less, including punctuation and spaces)

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 the Bible and book studies to programs with children and youth).

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (1,500 characters or less, including punctuation and spaces)

The Senior Pastor will guide the congregation in living out our mission to “Follow Jesus for Life” and foster cultures of community, learning, service, leadership, and generosity in both staff and the congregation. They will oversee a collaborative leadership culture that embraces innovation while honoring tradition. They will effectively navigate growth and challenges, while carrying out the following responsibilities:

Preaching & Worship

Lead preaching and worship by bringing God’s Word through the Holy Scripture in the context of traditional and contemporary worship. Preach biblically sound sermons that are engaging and inspiring. Model what it means to follow Jesus in daily life.

Teaching

Continue our tradition of pastor-led weekly Bible studies that are theologically sound. Cultivate the spiritual growth of the congregation, staff and lay leaders through church programs and daily living.

Church Leadership

Collaborate with the Executive Associate Pastor and Executive Operations Officer, plus Directors of Worship, Missions, Media, and the Adult, Student, Children’s Ministries and Preschool. Moderate Session meetings per PC(USA) polity. Collaborate with staff and lay leadership on strategic planning initiatives. Help attract members across generations with tact, intelligence,

and political neutrality that leaves space for divergent viewpoints. Ensure good stewardship of the church's resources, including oversight of the use and maintenance of the 8-acre campus.

Pastoral Care

Be accessible to listen and provide pastoral counseling, spiritual guidance, and prayer to church members during life crises, grief, and spiritual questions. Officiate weddings, funerals, baptisms, and other pastoral occasions. Be a humble shepherd, overseeing a broader pastoral care system of staff, deacons, and lay caregivers.

Community & Denominational Engagement

Be engaged in the life of the congregation and broader community. Represent the church at community events, in work with mission partners, and within presbytery and broader church bodies.

A range for the effective salary is needed for matching purposes. The maximum effective salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation. See Effective Salary Definition at Board of Pensions of the PC (USA).

Minimum Effective Salary: \$162,000

Maximum Effective Salary: \$187,000

Housing Type

- Housing Allowance

MDP Narratives. Please fill out the following narrative questions about your congregation (1,500 characters or less, including punctuation and spaces for each question)

1. 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 statement, "Following Jesus for Life," provides a clear and challenging picture of our future, inspires us, and provides us direction on how to pursue our mission. It helps us fulfill what God has in store for us to do. Our vision is an aspirational layout of the most important primary goal for The Village Church—teaching people to be disciples of Jesus. Fulfilling our vision requires that each of us engage in worship, service, and the Christian community in new ways. For some, these changes will mean reorganizing priorities and for others, the changes will require important dialogue about activities and programs we need to discontinue in order to start new ministries more in line with our vision and mission. For many of us, the changes will call us to stretch ourselves to take on challenges God has for us, but that we have never before envisioned.

Our vision is achieved through our core mission statements:

- Proclaim the Gospel to show and talk about the present reality and promise of the Kingdom of God as we welcome people to become disciples of Jesus.
- provide spiritual fellowship, care, and nurture to all of God's children.
- Maintain divine worship by regularly worshipping God as a gathered community and throughout daily life.

- Preserve truth through learning, teaching, and living according to the truth of the revealed Word of God.
- Promote social righteousness by working toward God's justice and righteousness in ourselves, our communities, and our world.
- Demonstrate the kingdom of heaven to the world by being living examples of God's gracious lordship over all of life.

Our goals as a church are summarized as Reach, Teach, and Live and our primary objectives are to:

- Reach all who need to hear the Good News of the Bible and seek a personal relationship with Christ.
- Teach people to be disciples of Jesus, uphold Biblical truth, grow spiritually, and apply the Gospel message in our everyday lives.
- Highlight the gifts of service so we can nurture and serve our congregation, our community, and the world.
- Recognize the needs of our community so we can engage in effective ministry.
- Promote worship with multiple and diverse opportunities.
- Connect with individuals at every phase of their spiritual journeys.

2. 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?

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 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 many members from a wide swath and geographic distance, making it also a regional church.

The needs of the community 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 to serve and as a way to grow personally in the way of Christ.

3. How will this call 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?

The Senior Pastor provides the congregation with spiritual leadership, theological direction, and a strategic vision for where God is leading The Village Church. As a humble servant leader, they work in partnerships with staff and lay leadership in church operations and ministry. They work with the Executive Associate Pastor to empower and equip staff and volunteers to lead in their areas of calling to foster a forward-thinking attitude that embraces innovation while honoring the church's heritage. This

requires the Senior Pastor to demonstrate flexibility in navigating change while leading effectively through both growth and challenge.

The position sets the tone and direction for preaching, teaching and pastoral care, distinct from the hands-on ministry duties provided by the Executive Associate Pastor, ministry directors, lay leaders and volunteers who carry out worship, discipleship, missions, care, preschool operations and administration. The Senior Pastor uses pastoral authority to inspire and motivate staff, the congregation, and the community in the Church's mission to "Follow Jesus for Life."

Pastoral leadership centers on teaching God's Word through holy Scripture in Sunday sermons, as well as classroom Bible studies. Together with the Executive Associate Pastor, they will officiate weddings, memorials, and baptisms, and serve as a resource to the elders, deacons, and other lay leaders. The Senior Pastor moderates monthly Session meetings and works with the Executive Operations Officer to ensure that the policies and procedures for church operations are efficient, compliant, and supportive of the church's mission. They will ensure that the church remains fiscally sound, be actively involved in stewardship and giving campaigns, and ensure that operations are executed efficiently and within budgets.

4. 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.

The Village Church is seeking a Senior Pastor with solid theological grounding and a deep, working knowledge of Scripture, paired with the ability to deliver dynamic, memorable sermons that connect biblical teaching to today's issues with tact and diplomacy. We seek a gifted teacher and motivating communicator — someone with a strong, engaging preaching style, a sense of humor, and the vision to see the broad picture of opportunities to "Follow Jesus for Life." Equally important are relational and leadership qualities: a pastor who is personable, approachable, and able to connect individually with congregants across generations, while also being a capable administrator who can balance teaching, finances, and delegation of operational duties. The congregation hopes for someone who will grow the church by engaging young families and youth, reaching the unchurched, increasing baptisms, and expanding involvement beyond Sunday worship through small groups and community outreach — all while honoring the needs of longtime members and the church's traditions. Being a congregation of many divergent views, we desire a pastor who can have balanced, biblically based, non-extreme engagement on cultural and political issues, engage in both traditional and contemporary worship, shows fiscal responsibility, and provide an active, visible presence in both the congregation and the broader Rancho Santa Fe community.

5. What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The Senior Pastor will serve as the key spiritual leader of the church, with principal responsibility for preaching, teaching, and ensuring that the church successfully executes its vision, mission and objectives. An effective Senior Pastor maintains stability, encourages the congregation's hope for the future, and provides direction, guidance, and faith in addressing basic needs -- helping the congregation find its way through chaos and complexity. They show genuine care and concern for the congregation and community and actively work to bring more young people and families into God's kingdom. They are involved and accessible in the events and activities in and around the church, building deep personal connection with the congregation. They help The Village Church develop future leaders, deepen discipleship, expand community outreach, and ensure that the church's mission continues well beyond any one person's tenure. Specific tasking includes:

Worship & Preaching

- Plan and lead weekly worship, including sermon preparation and delivery aligned with annually defined preaching series.
- With the Executive Associate Pastor, administer the sacraments (baptism, communion) and plan special services — Advent/Christmas Eve, Lent/Holy Week, confirmation, weddings, funerals.
- Work with music/worship staff on liturgy, hymn selection, and special worship elements for both traditional and contemporary services.

Pastoral Care

- Visit members who are homebound, hospitalized, or in care facilities.
- Provide crisis counseling and grief support.
- Officiate weddings and funerals, including pre-marital counseling.
- Maintain regular contact with members going through life transitions (illness, birth, loss, relocation).

Christian Education & Faith Formation

- Work with staff to set the vision for spiritual formation, transformation and growth of the congregation.
- Along with the Executive Associate Pastor, prepare and teach weekly pastor-led adult Bible study classes.
- Work with the Executive Associate Pastor and directors to ensure the congregation is spiritually growing and learning to “Follow Jesus for Life.”

Administration & Session Relations

- Serve as moderator of the Session, setting agendas and providing theological/procedural guidance.
- Work with the Executive Operations Officer to ensure efficient and compliant processes and procedures are in place for efficient operation.
- Provide pastoral leadership and oversight of budget planning and sound fiscal operations, in partnership with the Session and staff.
- Provide pastoral leadership and oversight of the use and maintenance of the 8-acre campus and its real estate holdings.
- Ensure compliance with the Book of Order and presbytery requirements.
- Ensure strategic planning and visioning activities are ongoing and current.

Evangelism & Outreach

- Support the development of community and mission partnerships.
- Represent the church in community events and local ecumenical bodies.

Stewardship & Finance

- Lead the annual stewardship campaign and pledge drive.
- Preach/teach on stewardship.
- Work with the Support Commission on budget priorities.
- Work with members of the congregation to encourage giving.

Denominational & Presbytery Involvement

- Attend presbytery meetings and serve in presbytery, as called.
- Represent the congregation at synod or General Assembly when relevant.
- Maintain connectional relationships with other PC(USA) congregations.

Congregational Leadership Development

- Recruit, train, and support elders and deacons.
- Mentor emerging lay leaders.
- Facilitate long-range/strategic planning processes with Session..

List any links that support the answers to your narratives or highlight ministries within your church/organization.

Link Title: The Village Community Presbyterian Church

Description: Church website

URL: [HTTP://www.Villagechurch.org](http://www.Villagechurch.org)

References

Please enter at least three references of individuals who have had connections with the congregation and are not currently involved in the congregation

Reference #1

Name Lyn Lloyd-Smith

Relationship Former Moderator of the San Diego Presbytery and former ruling elder at the Village Church

Phone +44 7356 246266

Email lynpls@gmail.com

Reference #2

Name Kathy Tanner

Relationship Former ruling elder at The Village Church

Phone 619-606-2567

Email Kathy_tanner@msn.com

Reference #3

Name MJ Harris

Relationship Long-time church member

Phone 858-449-3723

Email m.j.Harris13@me.com

Assign a PNC Chair Contact. Fill out the contact information for the individual that will serve as the Pastor Nominating/Search Committee Co-Chairpersons for this MDP.

Name: Tom Bowman

Phone: 760-634-8038

Email thomassbowman@hotmail.com

Address:

2251 Corte Ciocuta
Carlsbad, CA 92009

Name: Kelli Karches

Phone:

Email: bublchew@gmail.com

Address:

P.O Box 204
Rancho Santa Fe, CA 92067

MDP Competency Match Criteria

This survey will organize your matches based on their compatibility ranking. Please assign a percentage value ranging from 0% to 100% to each descriptor based on its relevance to the position. The sum of the percentages for the 14 descriptors does not need to equal 100%. We encourage you to thoroughly assess the significance of each trait with your search committee and input the corresponding percentage accordingly.

Good Listener: Expresses concentration in a conversation by being attentive, making good eye contact and not interrupting others, showing interest and showing empathy for what is being said. 90 %

Good Communicator: Analyzes their audience before talking to them, adjusting to different circumstances and audiences so as to make each individual feel as if they are speaking to them. 70 %

Leads Change: Can communicate the observations they make when identifying weaknesses within ministry, themselves or the community in a wise and discerning way, explaining their vision and responding why and what kind of change is required. 50 %

Values Tradition: Embraces the humanity and Christian principles from the values, stories, and objectives passed through generations, using Reformed Theology as their root of principles and vision, using traditions in worship or ministry as a means of comfort and belonging. 90 %

Mentoring: Takes time to examine the task, needs, and capabilities of the situation and people, chooses the best way to respond to each one by assessing their approach to leading a team, and shares the plans with the members of the team. 30 %

Problem Solver: Self-motivated. An individual who takes the initiative to start and finish a task given while working towards a goal so they can enjoy the rewards of solving a problem. 50 %

Learner: Values their experience in life, they continue their education, builds on strengths and seeks assistance to develop the weak traits. 10 %

Teacher: Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts, and theology. 90 %

Empathetic: Contributes intentionally to the happiness and well-being of others by having a genuine interest in seeing others thrive, providing honest and genuine feedback, and acknowledging relationships. 70 %

Adaptable: Thrives in challenges with humility and vulnerability, recognizing that asking for help makes them better at their job and surrounding themselves with people that can be smarter at different things. 50 %

Self-Aware: Recognizes how their emotions affect their performance, their inner resources, abilities and limits, and are honest in their positive and negative biases, and own strengths and weaknesses. 10%

Socially Aware: Sees the differences in society as values for ministry and recognizes the strengths and weaknesses in each by studying, talking and involving themselves in the discussion of issues. 10%

Visionary: Defines roles clearly in an independent environment forming trust from others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work and play. 70 %

Organizational Manager: Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and is able to plan, prioritizing and studying the capabilities of the organization financially or in human resource. 30 %