



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Moraga Valley Presbyterian Church
Moraga, California

LEAD PASTOR

Moraga Valley Presbyterian Church

Moraga, California



Population of City

17,398

Population of County

1,153,561

Community Overview

Moraga is a suburban town of about 17,500 people and is located approximately 20 miles east of San Francisco. It is part of a local community commonly referred to as Lamorinda (Lafayette, Moraga, and Orinda), as these 3 communities are in very close proximity to each other. Most residents are homeowners, many with young families. There are also a number of empty nesters and retired folks who stay in the community after their children leave home. There is growing ethnic diversity in the Lamorinda area. The population is generally considered affluent and well-educated. Moraga is also home to St. Mary's College.

Why People Like Living Here

Moraga is in Contra Costa County, which has a population of approximately 1.1 million people. The area is considered one of the best places to live in California-- it offers quiet and spacious living in a beautiful setting, and is close to the larger cities of San Francisco, Oakland, and Walnut Creek. This location provides easy access to restaurants, shopping, parks, and recreational and cultural activities. The public schools are among the highest rated in California.

Church History

Moraga Valley Presbyterian Church (MVPC) began in 1961 when Moraga was a new residential community. The congregation first met in a school, then acquired its current hillside property. In its first ten years MVPC became a congregation of several hundred members. During this decade, the chapel (now Fellowship Hall) and a wing of classrooms were built. In the 1970's, MVPC further developed its ministry to children and youth, and added the Fireside Room in 1975.

In 1982 MVPC called Jim Rueb to be the Senior Pastor, which coincided with God's readiness to significantly expand the church's life and ministry. With a renewed focus on Christ, proclamation of God's Word, and a greater vision for reaching the Lamorinda area, MVPC began to deepen its spiritual life, grow its membership, and expand its programs to meet the spiritual needs of the community. In 1987, plans were laid for the development of the church campus, beginning with a new Worship Center. After years of working through the town approval process, and two capital campaigns later, MVPC completed and dedicated its beautiful new Worship Center in Spring 1992.

The 1990s was a decade of further growth for MVPC, powered in part by the development of dynamic programs for children, youth and young families. During this time, God's reach through MVPC also began extending beyond Moraga. Partnering with such urban ministries as World Impact in West Oakland and the Bay Area Rescue Mission in Richmond,

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the church expanded its ministries to the larger Bay Area. An annual Spring Break mission trip to build homes in Mexico in partnership with Amor Ministries grew to become a still-popular tradition, often including 250+ high school students and adults. In 1997, the "Opening the Door to the Future " campaign raised nearly \$7 million to underwrite a new Family Ministry Center (FMC), reestablishing MVPC's commitment to families and future generations. This now much-utilized complex provides space for our Children and Student Ministries and to our Christ-centered preschool, The Nurtury. Dedicated in 1999, the FMC is now a second home for hundreds of young people.

By 2000, MVPC had become a congregation of over 1000 official members and some 500 friends who called MVPC their church home. In addition to ministries for children and youth, adult programs also thrived. Women met weekly for Moms' Council and Women's Bible Study. Men gathered on Saturday mornings for Men's Bible Study. Parent education workshops, marriage enrichment classes, and other biblically based offerings were well attended. An increasing number of home-based community groups met for personal growth, prayer support, and fellowship. In spring 2004 over 700 people met for six weeks during Lent to engage with The Purpose Driven Life program. In May 2011 Pastor Jim Rueb retired after almost 29 years of ministry at MVPC. The Rev. Dr. Geoff Brown served MVPC as Interim Pastor from October 2011 to June 2013.

Pastor Rob Perkins became MVPC's next Senior Pastor in July 2013. During his tenure the church continued to minister in many positive ways. For example, Student Ministries had strong participation on Wednesday evenings; VBS continued to attract large numbers of children from the Lamorinda community; the Spring Break mission trips attracted hundreds of students and adults; community outreach events included presenting a Live Nativity, participating in the local July 4 parade, involvement in the Lafayette Art & Wine Festival, hosting a Princess Tea, and other efforts that we can build on as we continue to be "For Lamorinda." The pastoral transition with Pastor Perkins had its challenges, however, and in February 2020 he resigned. MVPC has sought to address, and continues to address, the issues that arose during these past years. Vital Church Ministries, and Intentional Interim Pastor Dave Miles, have been working with MVPC since July 2020 and have played a significant role in assisting the church in this regard.

Vision, Mission, Values

Tag Line: "We are FOR Lamorinda"

Our Mission

The MVPC family exists to worship and glorify God, to know and love Jesus and, through the power of the Holy Spirit, to make disciples of all people and contribute to the welfare of our community.

Our Vision

MVPC seeks to be a Christ-centered, welcoming community hub for the spiritual and social well-being of all who live in Lamorinda by sharing the gospel in a way that captures people's imagination, changes their life purpose, benefits their relationships and community, and encourages the sharing of their God given gifts.

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Our Values

CHRIST CENTERED AND GOD GLORIFYING: We will know Christ and make him known. Our faith will radiate out into all facets of our lives—family, school, work, and community— demonstrating that God is greater than our human ambition. (Galatians 2:20; 2 Peter 1:3-9)

COMMUNITY AND INCLUSION: We will strive to be a welcoming community where people come as they are regardless of skin color, ethnicity, dress, or prior beliefs. We want love to grow here. Our church activities will honor people's time and be an investment in their families. (Acts 2:38-42)

DISCIPLESHIP: Our goal is for each of us to be a disciple and a disciple-maker. This lifelong process will permeate how we handle relationships and resolve conflict, and be developed through the practice of spiritual disciplines of worship, bible study, prayer, and generosity. (Philippians 2:5-7; Colossians 1:10)

GENEROSITY: We endeavor to be a community that shares our time, talent, and treasure. We view mentoring, giving, and acts of kindness all as expressions of generosity because in the gospel, God is incredibly generous to us. (2 Cor. 9:6-15)

AUTHENTICITY: We will strive to be genuine and honest about our own lives. We are called to reject the idolatry of image management and embrace appropriate brokenness and vulnerability before God and humankind.

INNOVATION: We affirm that we are to be wisely relevant. This means we will be innovative without sacrificing the truth of scripture or capitulating to faddish American culture. We will move forward as a 21st Century church but stay anchored in the historic Christian faith.

Average Weekend Attendance

Pre-COVID Numbers: 363 in worship on Sundays; 100 in Children's Ministries (total for Sunday mornings and weekday programs); 130 in Student Ministries (total for Jr. and Sr. High, Sunday mornings and weekday programs). Worship attendance stayed fairly steady through COVID-19 thanks to streaming of our services; participation in Children's and Student Ministries understandably dropped off.

Overview of Weekly Worship Gathering

We gather to worship Sunday mornings at 9:30 am. Due to COVID-19, we are now a multi-site church with a geographical campus in Moraga and a digital campus online. Our Music & Worship ministry seeks to honor God by using music and other art forms to inspire and encourage God's people to worship with their whole lives. (Romans 12:1) In late 2020, we hired a part time Interim Worship Director. (Our former Music and Worship Director resigned in order to relocate in Fall 2019.) Our Interim has improved our overall music and worship experience significantly, leading us to

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worship more deeply and with greater energy. Many of the worship team members are professional musicians, and the quality of the music is excellent.

Worship Style of Your Church

Contemporary, with occasional arrangements of traditional hymns.

Tell Us About Your Facility

Our location is beautiful! Our campus is on a hill overlooking the Moraga Country Club golf course. Our Worship Center was built in 1992 with a seating capacity of 600 people. Its design is often described as 'simple elegance.' One of our main meeting spaces, the Fellowship Hall, was built in the 1960s. Across the courtyard is the Fireside Room built in the 1970's. In 1999 we opened our state of the art Family Ministry Center (FMC). It has 10 classrooms upstairs and a playground, nursery, and 7 classrooms downstairs. In addition, the FMC houses the Forum (a theatre-style multi-purpose room) and our preschool, the Nurtury.

Overall Budget (this fiscal year)

\$2,399,116.20

Overall Long-Term Debt of the Church

\$600,000

Denominational Affiliation and/or other Partnerships

Yes, we joined the Evangelical Presbyterian Church in 2015, leaving the PCUSA.

Governance & Polity

We recently made a shift to Policy Governance, the process by which a church board (Session) makes decisions based on the application of clear, consistent, biblically sound policies. Policies are made prayerfully and carefully, based on the beliefs and values of the congregation. The following is a summary of the core principles of Policy Governance:

- Role Clarity—The roles of the Session and Lead Pastor, and how they relate to each other, are clearly defined.
- High Freedom—The Lead Pastor and staff (paid and volunteer) operate with a reasonable amount of freedom to accomplish the goals and direction the Session establishes.
- High Accountability—The staff, and ultimately, the Lead Pastor, are accountable for achieving the goals/outcomes given by the Session.
- Promotion of Unity: Since roles, relationships, decision-making and implementing processes are agreed upon, unity flows more easily.

By way of further explanation, the Session is responsible for establishing the "Ends", the overall direction and goals of the church. The Lead Pastor is responsible, along with the paid and volunteer staff, for establishing and carrying out the "Means", the plans for executing and achieving the stated goals. The governance structure is designed to prevent

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the Session from micromanaging the staff, and to hold the staff accountable to the Session. More information about MVPC's governance structure is available upon request.

Current Paid Staffing Level

Full-time:

- Lead Pastor (open position)
- Associate Pastor for Discipleship and Outreach
- Associate Pastor for Student and Family Ministries
- Executive Administrator
- Worship Director (open position, currently filled by an Interim)
- Tech Director (open position, currently filled by Interim)
- Director of Children's Ministries
- Director of Nurtury
- Executive Assistant to Senior Pastor/Office Manager
- Custodian

Part-time:

- Assistant Worship Director
- Communications Director (position to be filled in July 2021)
- Financial Analyst
- Minister of Congregational Care
- Coordinator of Children's Enrichment
- Family Ministries Administrator
- Adult Ministries Assistant
- Missions Coordinator
- Tech Assistant
- Financial Analyst for Nurtury Preschool
- Administrator for Nurtury Preschool
- 1 Custodian, 1 Maintenance Employee

Major Ministries of the Church

- Children's Ministries: Sunday School, weekday Kingdom Kids, VBS
- Student Ministries: Quest (Jr. High), Sr. High, College Outreach to St. Mary's students
- Community Groups: Adults meet regularly in homes for Bible study, prayer, and fellowship
- Adult Ministries: WOW (weekly Women's Bible Study), Moms' Council (weekly ministry of fellowship and encouragement for women of all ages), Men's Fellowship (weekly Men's Bible Study), FaithBuilders (Bible Study for men and women), RAMS (fellowship for Retired Active Members)
- CARE Ministries: Deacons, Living Peace (conflict resolution training and coaching), Counseling resources, Prayer

Team, Grief Share, Food Pantry, HUGS (knitting blankets, etc for those in need)

- Global Missions Team: Supports our numerous domestic and international mission partners, including organizing mission trips, locally and internationally, to offer hands-on service in the name of Christ.

Outreach Programs Overview

- Vacation Bible School: Every summer MVPC hosts 350 children for a week of fun, Christ-centered activities. More than 150 of those children are from non-member families in the Lamorinda community.
- Spring Break Mexico Mission Trip: a 30+ year tradition, MVPC partners with Amor Ministries to build hope and homes for families in the Tijuana area. Each year about 250 students and adults from MVPC and the wider Lamorinda community participate.
- Live Nativity, Christmas Eve, Easter Sunday: These are all outreach events that draw numerous people from the Lamorinda community and introduce them to MVPC.
- Boy Scouts: MVPC sponsors Troop 212
- Welcome to Moraga Packets: Sent to all new Moraga residents, the packets include small gifts and a letter from the church.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

This statement is taken from the Evangelical Presbyterian Church (EPC):

All Scripture is self-attesting and being Truth, requires our unreserved submission in all areas of life. The infallible Word of God, the 66 books of the Old and New Testaments, is a complete and unified witness to God's redemptive acts culminating in the incarnation of the Living Word, the Lord Jesus Christ. The Bible, uniquely and fully inspired by the Holy Spirit, is the supreme and final authority on all matters on which it speaks. On this sure foundation we affirm these Essentials:

- 1. We believe in one God, the sovereign Creator and Sustainer of all things, infinitely perfect and eternally existing in three Persons: Father, Son, and Holy Spirit. To Him be all honor, glory and praise forever!
- 2. Jesus Christ, the living Word, became flesh through His miraculous conception by the Holy Spirit and His virgin birth. He who is true God became true man united in one Person forever. He died on the cross a sacrifice for our sins according to the Scriptures. On the third day He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He now is our High Priest and Mediator.
- 3. The Holy Spirit has come to glorify Christ and to apply the saving work of Christ to our hearts. He convicts us of sin and draws us to the Savior. Indwelling our hearts, He gives new life to us, empowers and imparts gifts to us for service. He instructs and guides us into all truth, and seals us for the day of redemption.
- 4. Being estranged from God and condemned by our sinfulness, our salvation is wholly dependent upon the work

- 5. The true Church is composed of all persons who through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit are united together in the body of Christ. The Church finds her visible, yet imperfect, expression in local congregations where the Word of God is preached in its purity and the sacraments are administered in their integrity; where scriptural discipline is practiced, and where loving fellowship is maintained. For her perfecting, she awaits the return of her Lord.
- 6. Jesus Christ will come again to the earth—personally, visibly, and bodily—to judge the living and the dead, and to consummate history and the eternal plan of God. “Even so, come, Lord Jesus” (Revelation 22:20).
- 7. The Lord Jesus Christ commands all believers to proclaim the Gospel throughout the world and to make disciples of all nations. Obedience to the Great Commission requires total commitment to “Him who loved us and gave Himself for us.” He calls us to a life of self-denying love and service. “For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them” (Ephesians 2:10).

What theological hills will you die on?

- Doctrine of the Trinity
- Substitutionary atonement
- Faith in Christ alone for salvation
- Virgin Birth
- Authority of scripture
- Second coming of Christ
- The bodily resurrection
- Basic Reformed Theology (e.g., Total depravity, Unconditional Election, Irresistible Grace, Definite Atonement, Perseverance of the Saints)
- The candidate must be ordainable by the EPC.
- The candidate must be willing to embrace the EPC Book of Order concerning infant baptism and the Lord’s Supper.
- The candidate must recognize MVPC is egalitarian in regard to the role of women in the church.

Hot-Button Social/Cultural Issues for Your Church

We are pro-life and pro-family and believe that marriage is to be between a man and a woman. We also have a statement on our website regarding our position on racism. (www.mvpc.today.org)

Biggest Church ‘wins’ in the last 18 months?

- Navigated COVID well: Maintaining connection with each other, continuing outreach to the community, sustaining financial health, and adopting new technology to live stream worship services are a few examples of MVPC’s COVID “wins”
- Completed a church-wide assessment of congregational life and dealt intentionally and effectively with the issues that were raised

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- Updated our governance structure as described in the Governance and Polity Section above
- Restated our mission, vision, and values with input from the congregation
- Developed a FOR Lamorinda effort, encouraging people to take initiative to serve the community
- Employed Vital Church Ministries and Intentional Interim Pastor Dave Miles to guide us through this transition time (during a pandemic, no less!)

Biggest Opportunity for Your Church in the Next 12 Months

- Evangelism, discipleship, and spiritual formation pathways for MVPC members and the Lamorinda community
- Utilizing Family Ministries, including Children's Ministries, Student Ministries, and Nurtury preschool, as effective outreach to the community
- Engaging worship experiences for a multi-generational church

Church's Biggest Challenge for the Future

- Meeting the challenge of being a multi-generational church (The average age at MVPC is 62; we are looking to 'grow young' while still meeting the needs of our older members.)
- Effective, relevant ministry to the many families with children in Lamorinda, including Asian families that are moving into the area.
- Managing a digital and regional campus

Title of Position You Are Hiring

Lead Pastor

Category of Hire

Senior/Lead Pastor

Full-Time Position?

Yes

Overall Description of this Position

MVPC recently adopted the tagline "We are FOR Lamorinda" to express our desire to serve the local community and to make Christ known in an era and area where people question how Christianity can be relevant to their lives. The next pastor will be responsible for implementing the vision and values developed by the congregation earlier this year. The successful candidate will be a committed Christ-follower, an engaging, inspiring, visionary leader with a demonstrated ability to manage change, get things done, and work effectively with the staff and congregation. This includes being able to empower, equip, and release staff and congregants to do ministry. Some lead pastoral experience is preferable but not necessary.

Relational skills are highly valued: the pastor must have Christ's heart for people and function as a team player with high emotional intelligence, patience, compassion, humility, and excellent conflict resolution skills. The pastor must also have a heart for missional ministry, as demonstrated by the practice of spending time with non-believers on a regular basis. An understanding of Northern California culture will be a great asset to relating well with members of the congregation and community.

This is a highly educated community, so the candidate should be intelligent, articulate, and a lifelong learner. Excellent, Gospel-centered preaching skills are a must. A seminary education, or the near completion of a seminary education, is required. An understanding of, or willingness to learn, Policy Governance is important. This model is described in the Governance and Polity section above. Finally, the candidate must be ordained or ordainable by the EPC.

Reporting Relationship

Reports to the Session

Goals and Expectations

- Clear, action-specific, forward-thinking strategy for implementing the vision, values and goals established in 2021
- Church growth: in expansion, participation, and depth of relationship with Christ
- Defining and executing a Spiritual Formation Pathway for members
- Dynamic preaching
- Hiring a new Music and Worship Director and filling other staff positions that are currently open
- Ongoing engagement with the community
- Regular assessment of current ministries at the church

Do you have a job description for this role?

See Public Job Posting

Educational Preferences

A seminary education (Master's degree or higher) is very important. This is a highly educated community, and the new Lead Pastor should have a comparable education background.

Age Vs. Experience

Leadership experience is important, but also a youthful candidate (late 30's- late 40's) is needed to appeal to our family-centric community.

Denominational Affiliation

As stated above, the candidate must be ordainable by the EPC, willing to follow the EPC Book of Order concerning infant baptism and the Lord's Supper, and accepting of MVPC's egalitarian position in regard to the role of women in the church.

How important is geographical location to you?

The position requires someone who understands and can relate to Northern California culture in general and this community in particular. There are a significant number of highly trained professionals, including doctors, lawyers, and others with advanced degrees. Therefore, the candidate must be well-educated and comfortable relating to people with high intellect and financial resources. The majority of people living in Lamorinda are not yet Jesus followers, so the candidate must also relate well with non-believers.

What skills are you looking for specifically?

- A gifted, Christ-centered preacher, able to speak to the heart with truth and grace, with a winsome, humble approach to sharing the gospel and inspiring people to know and grow with Jesus.
- Highly developed relational skills
- Creativity and innovation
- Proven ability to lead and motivate others to follow (staff and congregation), particularly an ability to lead through necessary change
- Demonstrated ability to get things done, measure success, and then modify accordingly
- History with an organization that has experienced high growth

What technical abilities (if any) are required?

No specific skills required, but generally capable of navigating basic technology

Equipper or doer?

The candidate must equip staff and lay people to do ministry and train staff to be equippers.

Attractional vs. Missional

The candidate must blend both qualities.

Budget area supervision

\$2.5 million. There is already a team of people who have these skills. The team will assist the Lead Pastor in this area.

Personal characteristics desired

A demonstrated walk with God, an active prayer life, and a commitment to seeking His will and obeying His ways are essential. Humility before Christ and before others; highly relational; high emotional intelligence; spiritually and emotionally mature; heart for biblically sound peacemaking when conflicts arise; respect for staff; knowing how to lead through change while maintaining unity of the body; lifelong learner; history of tithing.

What would immediately disqualify someone?

- Not ordainable by EPC
- Lack of experience overseeing paid staff
- Lack of creativity and effectiveness in implementing change
- Less than excellent relational skills
- Less than excellent preaching skills

Urgency

End of the year 2021 at the latest

Other “must have” skills

- The candidate’s spouse, if married, must be committed to the move to MVPC. The couple must be intentional about tending to their marriage relationship.
- The candidate should be appropriately open about personal growth issues. Image management is an unfortunate part of the Lamorinda culture that we are striving to change. We want to experience the grace of the gospel that frees us to be honest before God and others about who we are and where our brokenness lies; we want to be our authentic selves, knowing God loves us, accepts us, and forgives us in Jesus; we want to extend that same love, acceptance, and forgiveness to others. The lead pastor must model this attitude in preaching and in living.

Other “nice to have” skills

We’ve said it all... at least for now!

Finally

The pastor must be an authentic Jesus-follower, one who is compelled by the beauty and grace of our Savior and Lord, who models a Christ-like spirit of humility and gentleness, and thus inspires others to follow Him as well. As we seek to grow the church, it’s vital that the Lead Pastor be able to connect with non-believers through preaching, conversation, and community service.

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Public Job Posting

Lead Pastor

Moraga Valley Presbyterian Church (MVPC)

Moraga, California

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What you'll be doing:

- Preaching on Sundays, sharing the truth and grace of the Gospel in a manner that relates to our 21st Century lives in Lamorinda and inspires transformation of heart, mind, and action
- Developing a clear, action-specific, forward-thinking strategy for implementing the vision and values goals established in 2021
- Managing change, assessing progress, and reporting (and accountable) to the Session
- Leading staff and ministry volunteers: training, equipping, empowering, and releasing them to do ministry
- Defining and executing a Spiritual Formation Pathway, in collaboration with the associate pastors
- Ongoing outreach to, engagement with, and service to, the Lamorinda community
- Regular assessment of current ministries at the church

What you need to have:

- A demonstrated walk with God, an active prayer life, and a commitment to seeking His will and obeying His ways.
- Humility before Christ and before others
- Excellent, gospel-centered preaching skills
- Proven ability to lead and motivate others to follow (staff and congregation), particularly an ability to lead through necessary change
- Demonstrated ability to get things done, measure success, and modify accordingly
- Relational skills: must have Christ's heart for people and an engaging personality; ability to function as a team player with high emotional intelligence, patience, compassion, humility, and excellent conflict resolution skills.
- Heart for missional ministry, demonstrated by the practice of spending time with non-believers on a regular basis.
- Work history with an organization that has experienced high growth
- History of tithing and an ease in speaking about biblical financial principles
- Understanding of Northern California culture will be a great asset to relating well with members of the congregation and community.

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- Education and Intellect: A seminary education (Master's degree), or the near completion of a seminary education, is required. This is a highly educated community, so the candidate must be intelligent, articulate, and a lifelong learner.
- An understanding of, or willingness to learn, Policy Governance is important. Information about this form of governance is available upon request.
- Some lead pastoral experience is preferable, but not required.
- The candidate must be ordained or ordainable by the Evangelical Presbyterian Church (EPC).

Moraga is a suburban town of about 17,500 people and is located approximately 20 miles east of San Francisco. It is part of a local community commonly referred to as Lamorinda (Lafayette, Moraga, and Orinda). Most residents are homeowners, many with young families. The area is considered one of the best places to live in California-- it offers quiet and spacious living in a beautiful setting, and is close to the larger cities of San Francisco, Oakland, and Walnut Creek. This location provides easy access to restaurants, shopping, parks, and recreational and cultural activities. The public schools are among the highest rated in California.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/moraga-valley-presby-lead-pastor>