



OPPORTUNITY PROFILE

FOR

EXECUTIVE PASTOR

**FIRST PRESBYTERIAN CHURCH
SALINAS, CALIFORNIA**

First Presbyterian Church
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<http://www.FPCSalinas.org>

CHURCH SUMMARY

FPC is a dynamic and growing local church with a well-established history of changing lives for Christ throughout the Salinas/Monterey County. The congregation recently finished construction of an additional Contemporary sanctuary and Christian education building. This exciting project adding 54,000 s.f. holding 1,500 in the sanctuary and 450 in children's ministry and is moving FPC forward in the mission to bring Christ to the people of Salinas. FPC is poised for a new and exciting season full of hope and of serving Christ in more powerful ways. FPC continues to use its 400 seat beautiful traditional sanctuary, gymnasium and children's ministry areas at its older campus. The original campus is located approximately 300 yards from the new Contemporary Sanctuary with a large parking area in between. Already in just the 3 months the new sanctuary has been open, attendance has grown from an average of 1,000 per Sunday to over 1,450. The new sanctuary is already over 70% full.

The Senior Pastor, Dr. Mike Ladra has been at FPC for over 14 years and follows a line of long term pastorates at FPC. Pastor Mike is a visionary, preacher, teacher and relational leader who is passionate about Jesus being the center of peoples lives as they grow to maturity.

The Elders know well that the key to this new direction is leadership. Recent strategic reviews have resulted in this search for an experienced leader for the newly created position of Executive Pastor. This is a challenging role for an individual to serve in a position much like that of a chief operating officer in a corporate setting.

This person will have overall responsibility for implementing the vision of FPC by working closely with the Senior Pastor and a team of gifted pastors, full-time staff, and volunteer leaders. This position is for an experienced leader of people within complex organizations and understands the unique demands faced by ministry staff and pastors. FPC is looking for someone with a track record of strong results while honoring and developing people who can be a partner with the Sr. Pastor in recognizing and seizing opportunities to win a city to Jesus and who has the gift of teaching the bible in a manner that speaks to our culture.

THE MINISTRY

FPC is an untypical Presbyterian church that focuses the ministries on the unchurched. FPC is governed by the Session—a group of elders chosen from the congregation. The Senior Pastor leads the Session, which has responsibility for all aspects of the church governance and establishing the direction for FPC. The Senior Pastor has provided exceptional leadership in establishing a vision and focusing the church.

The direction for the next several years is guided by a few key objectives:

- Significantly expand the Men's, Family, and Women's ministries.
- More actively engage and nurture volunteer leadership.
- Continue to cultivate an entrepreneurial and innovative culture.
- Maximizing the incorporation into the friendship and service of FPC the huge number of visitors we have.
- Seizing opportunities to evangelize. Currently, 64% of our new members are by conversion.

THE POSITION

After much prayer and seeking the wisdom of many, the elders have developed a new structure for FPC that is based upon three levels of leadership:

- Strategic/Visionary Leadership: Senior Pastor
- Operational Leadership: Executive Pastor
- Functional Leadership: Ministry Heads, Business Administrator, and other key disciplines

Under the leadership of the Senior Pastor, the Executive Pastor will be responsible for effective day-to-day implementation of the mission, purposes, and values of FPC. Through coaching, supervising, and managing the pastors, ministry directors, and staff, the Executive Pastor will be expected to operationally realize the goals and objectives of FPC.

This is a position for a leader who will complement the gifts of the Senior Pastor. This new leader-shepherd will serve as the operational bridge between the development of the strategy/vision and the development of specific ministry plans by each pastor or ministry director. The Executive Pastor will report directly to the Senior Pastor. The Executive Pastor will oversee all other pastors, ministry directors, business administration, personnel and related support staff.

FPC is committed to an overall leadership model of teams. At all levels, teams are formed to work effectively in order to lead well the people of FPC.

The Executive Pastor will be a key climate setter for FPC. He will be responsible for maintaining a team oriented, positive, and cooperative environment that draws the best out of all leaders, staff, and lay members involved in ministry. This role calls for the following:

- Lead, support and coach pastors and ministry directors who, in turn, develop the ministries
- Support each ministry and commission in the development of its plans and budgets, its execution, and its impact in a supportive and accountable environment
- Interface with volunteer leaders who will assist in the development of leadership teams for each ministry
- Ensure effective training/staff development, supervision, coaching, mentoring, and evaluation so that the staff functions with maximum effectiveness in equipping the people of FPC to fulfill their God-given mission, purposes, and values

Project staffing needs, making recommendations to the Senior Pastor and Elders regarding staff additions or changes in ministry responsibilities; in conjunction with the Senior Pastor, lead recruitment of new pastors and directors.

Assist pastors and directors in goal setting, planning, prioritizing, and ministry implementation so that they function with high effectiveness; maintain accountability with pastors for the fulfillment of mission, purpose, and values, including the multiplying of leaders and the evangelistic and spiritual growth of the ministries they lead

- Coordinate strategic planning with the Sr. Pastor for FPC and lead implementation of those plans to support maximum fulfillment of the church's God-given mission, purpose, and values

- Partner with the Senior Pastor to plan, evaluate, and share leadership of staff meetings, team leader meetings, staff planning sessions, and staff retreats
- The Executive Pastor has the responsibility to maintain a learning environment and to facilitate innovation

Overall, the Executive Pastor has the responsibility and authority to operationally realize the values of FPC. The stated desire is to remain creative, innovative and relevant in fulfilling our purpose which is “to save the unsaved”. Being innovative is interpreted as being entrepreneurial. The Sr. Pastor and staff is creative and risk taking and, therefore, the atmosphere of the church is one of being willing to take calculated risks for the sake of advancing Christ and His work through FPC. The commitment is to work in teams and to learn fast. There exists a desire to quickly determine what works, what does not, and what can be done differently.

QUALIFICATIONS

SNAPSHOT:

PERSONALITY and SKILLS

- Administration and Relationship gifted.
- Ordained Pastor and/or Seminary Degree very desirable.
- Passionate about bringing people to Jesus.
- Knows and operated Seeker Sensitive/Contemporary as well as Traditional style of services.
- Evangelical Conservative Biblically based
- Task oriented, energetic and passionate about accomplishing goals.
- Able to attract teams of people (paid and volunteer) and work/interact with them as a team.
- Creative
- Comfortable working behind the scenes and committed to being supportive of the Sr. Pastor, the Session and the mission and vision of the church.
- Capable of energetically teaching and preaching on occasion.
- Conflict Resolution skills

The greatest requirement for this position is a heart for God and for the lost. The successful candidate will have a deep and growing relationship with the Jesus Christ as evidenced by daily habits of spending time with Him and His Word, active involvement in the leadership of a church, and a commitment to maintaining healthy accountability relationships with a small number of mature Christians. This person’s passion for those who do not know Christ will focus on reaching these individuals through the local church.

A key expectation is that this person enjoys the supportive role of #2, yet is comfortable with the assumption of responsibility for a large number of people. The Executive Pastor position is for a leader who does not desire the limelight, rather one who seeks to carry the vision into reality as a supporter and completer of the Senior Pastor. At the same time, the position calls for a person who knows how to develop leadership abilities in others and how to build and manage a large

team. The Executive Pastor is expected to attract, retain, and develop top quality staff and volunteer leaders.

This is also a position for an operator—someone who can work through people to accomplish ambitious, tangible objectives. The Executive Pastor must understand the bigger picture in order to guide the day-to-day activities that result in the overall advancement of the cause of Christ through the people of FPC.

Consequently, it is important for this person to have exceptional interpersonal relationship skills. It goes almost without stating that this must be someone who will relate effectively to the Senior Pastor and the Session. This must be an executive who deeply values people and relates well to those at all levels in the church and congregation. A participative, team-oriented cultural is the desire at FPC. Still, this should be someone who can be demanding, yet encouraging and developmental in providing constructive feedback. There is a need for an environment that fosters greater accountability for the accomplishment of objectives for everyone. As a manager, this person must enjoy facilitating and encouraging other people in their own development.

The successful candidate is seen as genuine and transparent. This will be someone who maintains as, approachable, teachable, and open attitude about life. Excellent listening skills are required as well as a responsiveness to ideas, feedback, and even confrontation from others. This will be someone who treats others with honor, respect, and Christ-like love.

Candidates will be known as effective communicators—via the written and spoken word. Furthermore, this person must be able to generate enthusiasm for the overall vision of the church.

It is expected that this person and family will join FPC within three months of beginning employment. It is also expected that potential candidates will hold a minimum of a Bachelor's degree. While seminary degrees and ordination are very desirable requirements, this is the role of a pastor—a pastor at heart.

THE OPPORTUNITY SETTING

This is an excellent opportunity for the well-matched individual. FPC is a fast moving and innovating church with a recent history as a powerful regional ministry.

Salinas and the Monterey County area provide a quality of life that is rivaled by few other areas of the United States. The pleasant climate and proximity to the ocean, mountains, and valleys make this locale of particular interest for those who enjoy an outdoor way of life. Agriculture and tourism are the largest employers. Additionally, the region offers all the cultural, sporting, and other activities one would not normally expect to find in a smaller US metropolitan area. Salinas is only 90 miles south of San Francisco.

FPC MISSION

Develop fully devoted followers of Jesus Christ People, who are loving God, *growing in loving community and reaching out in love to the world.*

We desire for each member of FPC to commit to:

Loving God

We are personally committed to Christ as Savior, giving ourselves to God with all our minds, hearts, actions, and treasures. We desire to develop an intimacy with the triune God through meditating on His Word, praying daily, worshipping together, and seeking God's Kingdom first. "Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment." Matthew 22:37-38

Every follower is encouraged to take the next step in their spiritual journey from childhood to maturity. Our ministries present opportunities to belong, grow, serve, and lead.

Growing in Loving Community

We are to love one another by being committed first to our families, then to our church family; relating with Christ's character; meeting together as God's family; and serving God in the way He has shaped us by reaching out to other people in our lives. "And the second is like it: Love your neighbor as yourself." Matthew 22:39

Just like the early church, the nature of our journey is one of relationship. Small Groups and Bible Studies are a place where you can learn, connect, and minister. Events, small groups, and ministry teams are also places where community is built.

Reaching Out in Love to the World

We are to have God's heart for all people by supporting, training, and sending out people and teams for missions. We are to be like Jesus by expressing concern for the needs of the poor, the sick, widowed, orphaned, and oppressed throughout the world. We desire to make a difference in the world by reaching out to all people and nations on a daily basis through our prayers and actions. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. Matthew 28:19-20a

At every step in our journey, we want to be involved with other people, both in our community, and around the world. Our Missions Commission is of many places where you can get involved.

THE CORE VALUES

- Jesus alone saves.
- Christianity is unique among religions because of the Cross and salvation by grace and not our goodness.
- We are passionate about introducing people to a personal relationship with Jesus, for without that, they will not have eternal life.
- Apart from Him we can do nothing.
- Therefore prayer and a surrendered life are essential to ministry. Character and integrity in relationships and choices are expected of staff.

Honor God in all we do

Teach God's Word

We teach the Bible, God's written Word. It is the source of truth for faith and conduct inspired by His Spirit.

Be God's Family

All that we do is to be done for God's glory-demonstrating our love for one another so that others will know that we are Christ's Church, His family.

Every believer a Minister with a ministry

Every one is a vital part of Christ's family-we each serve a unique function. We are called by God to utilize our specific gifts in distinct areas of ministry. We are then able to grow to the next step in our service as a minister.

Innovative in Our Ministry and Relevant to Our Community

We want to make a difference in our community by being aware of and sensitive to current situations within our neighborhood. In doing so we challenge ourselves to stretch outside our "comfort zones." Our goal is to be innovative in the ministries of music, teaching, drama, dance, art, and multimedia, as well as other ways that may capture the attention of those in our community who don't know Christ.

FPC is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin or disabilities.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, without their prior consent, nor will reference contacts be made until mutual interest has been established.

For further information on this position, please contact:

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