



ST. ANDREW'S
PRESBYTERIAN
CHURCH

SENIOR PASTOR

NEWPORT BEACH, CA

Job Specifications



VANDEBLOEMEN
SEARCH GROUP



THE POSITION

ORGANIZATION:	St. Andrew's Presbyterian Church
TITLE:	Senior Pastor
LOCATION:	Newport Beach, CA
WEBSITE:	www.sapres.org

ORGANIZATIONAL OVERVIEW

St. Andrew's Presbyterian Church was founded in 1947 by a group of churches in Los Angeles as a new church plant to reach out to the emerging city of Newport Beach and the surrounding Orange County area. Upon several leadership transitions, facility expansions, and programming modifications over the many years following, St. Andrew's has grown to a total membership of 3,338 as of 12/31/2016, with average weekend attendance of 1,840 across four services.

St. Andrew's recent history includes a number of important developments. In June of 2014, St. Andrew's changed denominations from the Presbyterian Church USA to the Covenant Order of Evangelical Presbyterians (ECO).

In 2015, St. Andrew's initiated its **Welcome Home/2020 Vision** campaign, a bold series of kingdom advances supported by \$23.7 million in capital pledges that are now over 83% funded. The four principal outcomes:

1. Extinguished its entire outstanding debt of \$11 million in 2015.
2. Completed a \$7 million building/remodeling program and dedicating a new campus in March of 2017. This milestone has significantly added to the availability of program-specific space and dramatically enhanced the welcoming, home-like feel of the campus.
3. Initiated a new wave of mission innovation through investments in digital ministry, church planting, and partnerships to alleviate child homelessness and combat human trafficking.



4. Developing plans for a Discipleship Institute that will foster one-on-one, intergenerational spiritual formation, welcoming participants from within and outside the St. Andrew's family.

Today, St. Andrews Presbyterian Church finds itself in the forefront of progress as it conducts a search for a new Senior Pastor. The church has successfully sustained an unwavering doctrinal and missional position over the years, and proven itself to be a thriving organization poised for catalytic Kingdom impact.

VISION, MISSION, STRATEGY, VALUES & BELIEFS

As stated by St. Andrew's Presbyterian Church

Vision

More than a place, a community. More than a church building, an adopted family.

Mission

Following Jesus Christ, to lead lives that reveal God's goodness.

Strategy

Gather to worship. Build up followers. Send out leaders.

R.E.A.L. Values

Relational Ministry

- Real faith moves at the speed of friendship.

Extreme Hospitality

- Real hope goes the extra mile.

All-Generations Community

- Real love involves the whole family of God

Living Biblically

- Real followers of Jesus are students of his Word and servants of his way.

Beliefs

St. Andrew's identifies itself as a reformed, evangelical and evangelistic congregation. We emphasize and communicate theological depth throughout our diverse ministries. Our church's message adheres both to a high Christology and to the inspiration and authority of Scripture. Moreover, as a congregation of ECO, we ascribe to our denomination's *Essential Tenets*, which St. Andrew's leaders have helped shape. These foundational beliefs unite and bind us to



other congregations within ECO. For a detailed discussion of ECO's Essential Tenets, please [click here](#) or visit <http://eco-pres.org/essential-tenets/>.

MINISTRY PROGRAMMING

Helping the congregation to grow in faith and witness takes many forms at St. Andrew's. **Life Groups** serve as a backbone for how members and friends stay connected within a small group format. There are currently over 130 active Life Groups, most meeting weekly. **Wednesday Night Together (WNT)** features a weekly dinner and fellowship opportunity with various series teaching opportunities following dinner and fellowship time. Current teaching programs for WNT include what is called "LABS" (Life and Bible Study) with various contemporary topics being covered in a four to six week series.

Over 350 women attend weekly women's ministries, and the men's ministry offers two early morning meetings each week. **Alpha**, a worldwide ministry template, invites those who have life and faith questions to participate in a series of dinners with videos and discussion times. St. Andrew's began offering Alpha in 2016 and the program is attracting growing interest and participation.

Other important areas of Build include **Family Ministries**, where there are distinct weekly study and fellowship programs for various age groups, including Jr. High, High School, College and Young Adults. St. Andrew's also provides vital addiction recovery and grief support ministries, including our long-standing **Divorce Recovery Workshops**. Church-operated **Tuition Ministries** serve approximately 525 children each week and include special parent-child programs, a preschool for over 200 young students, and a successful after-school watch program.

That tradition of mission and outreach at St. Andrew's is based on generosity and the belief that Christ has called his believers to be salt and light in this world, right where we are (**Here**), in the communities that surround us (**Near**), and to the ends of the earth (**Far**). In fulfilling the strategy of sending out leaders, the church is actively involved in helping several local ministries with lay volunteers and financial support. An important goal has been to grow lay leadership for Here, Near and Far projects, and St. Andrew's has reached a significant milestone of 70% of its mission ministries to be led by lay leadership.



WEEKEND PROGRAMMING

At St. Andrew's, weekend corporate worship is not just a time to sing songs and hear a message, but a chance to worship, learn, serve and glorify God within a community of believers. Guests and attendees gather on Saturday evenings at 5:30pm for a contemporary service, and three times each Sunday morning. Traditionally-styled services are held at 8:00am and 9:30am, followed by a contemporary service at 11:11am. St. Andrew's is widely regarded for extraordinary music in both styles.

COMMUNITY

The City of Newport Beach is located in the coastal center of Orange County, with Los Angeles County to the north and San Diego County to the south. It has an estimated permanent population of 86,738 but during the summer months, the population grows to more than 100,000 with 20,000 to 100,000 tourists daily.

Newport Beach is known for its fine residential areas, modern shopping facilities, strong business community and quality school system. It surrounds Newport Bay, a 21-square-mile harbor area teeming with wildlife and watercraft. The bay area and the City's eight miles of ocean beach offer outstanding fishing, swimming, surfing, and aquatic sports activities.

Located within one of Newport's most desirable residential neighborhoods, yet with more modest socio-economic communities within a five-mile radius, St. Andrew's is blessed to be situated in a vast and fertile mission field.

POSITION SUMMARY

Using the spiritual gifts for ministry, with a particular emphasis on the gifts of teaching and leadership, the Senior Pastor will nurture the spiritual health and maturity of the body of Christ at St. Andrew's, equipping the church family to partner with God in His redemptive work in the world. This position will be subject to the direction and supervision of the Session (board of elders).

This individual will continue a strong heritage of senior leaders who have served throughout St. Andrew's distinctive history. The Senior Pastor will provide leadership and direction to all of the ministries and activities and be a highly strategic manager of change and growth, while championing St. Andrew's vision and mission.



GOALS AND EXPECTATIONS

The effective Senior Pastor will achieve the following general responsibilities during their tenure:

- Provide spirit-led vision, leadership and pastoral care for the staff and congregation.
- Preach the Gospel, emphasizing the meaning and authority of Scripture and its life-changing application.
- Serve as CEO of the Corporation and Moderator of Session.
- Supervise the ministry vision, strategy and theology of all associate and assistant pastors.
- Foster a culture of discipleship and church growth and development.

Working within the existing Vision Frame (Mission, Strategy, Values and Beliefs), while preserving St. Andrew's unique identity, the effective Senior Pastor will have achieved the following goals within the first 2 to 3 years:

- **Creating Space to Belong:** Maximize the mission impact of the new campus while inspiring church family members to:
 - *Open Their Hearts* through daily devotion and prayer.
 - *Expand Their Tables* by inviting others to St. Andrew's.
 - *Join the Adventure* and share their stories of life change.
- **Extending the Family:** Strategically direct and effectively implement initiatives involving:
 - Church planting and/or multi-site.
 - Digital ministry to extend the here/near/far model.
 - Growing St. Andrew's membership while reducing average age.
 - Developing strong inter-generational connections.
- **Renovating Lives:** Strategically direct and effectively implement discipleship programs that:
 - Significantly expand engagement outside of weekend services.
 - Raise up and empower new leaders.
 - Demonstrably impact the kingdom here, near and far.

Once progress in the above initiatives is firmly on track, the Senior Pastor will also collaborate with Session and staff in charting a clear vision for mission and ministry impact beyond the year 2020.



CANDIDATE PROFILE

The following describes many of the characteristics of the ideal candidate for the Senior Pastor:

EDUCATION

A bachelor's degree (or equivalent) and ordinarily a minimum of a master's degree from an accredited theological seminary in biblical or theological studies.

EXPERIENCE & SKILLS

The ideal candidate will have a minimum of 6 years of full-time pastoral experience, preferably including service as a Senior or Lead Pastor within a large church environment. The prospect will demonstrate appropriate hands-on ministry experience and mentoring, as well as significant theological and biblical competence. The Senior Pastor must adhere to the Essential Tenets of ECO and be approved by the Presbytery.

In addition, the following are considered the most critical candidate attributes:

- A deep love for and understanding of God's Word.
- A shepherd's heart, marked by an ability to connect with people with warmth, humility, authenticity and transparency.
- A demonstrated ability to motivate and empower both staff and lay leaders.
- A demonstrated history of fostering strong inter-generational connections.
- An evident calling to our local community as a mission field.

PERSONAL CHARACTERISTICS

Candidates shall also demonstrate the necessary characteristics for pastoral ministry, including:

- Meeting the biblical qualifications of an elder/pastor as outlined by St. Andrew's.
- Embodying our R.E.A.L. values and mission measures.
- Leadership skills that balance professionalism with personal humility.
- Excellent verbal and written communication skills.
- An ability to handle conflict and engage fruitfully with different personalities.



- Adaptive problem-solving skills in collaboration with others.
- Strong time-management practices.
- An ability to adapt to the evolving needs of the culture without compromising the value to live biblically.

For more information, contact:

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