



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

DIRECTOR OF STUDENT MINISTRIES

Moraga Valley Presbyterian Church
Moraga, California

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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.

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Partnering with such urban ministries as World Impact in West Oakland and the Bay Area Rescue Mission in Richmond, 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.

A new era of MVPC is ahead of us as we have just voted (Nov 2022) on a new pastor, Brandon Morrow, who will be joining our team in January 2023. Brandon is young and brings energy, vision and a hope for a new era of ministry at MVPC.

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.

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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.

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.

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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 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)

\$2.1

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.

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- 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 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 (incoming January 2023)
- Associate Pastor for Discipleship and Outreach (open)
- 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 Nurture
- Executive Assistant to Senior Pastor/Office Manager
- Custodian

Part-time:

- Financial Analyst
- Minister of Congregational Care
- Coordinator of Children’s Enrichment
- Family Ministries Administrator
- Adult Ministries Assistant
- Missions Coordinator
- Tech Assistant
- Financial Analyst for Nurture Preschool
- Administrator for Nurture 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

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- 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:

- 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!

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- 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
- 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.
- Being estranged from God and condemned by our sinfulness, our salvation is wholly dependent upon the work of God's free grace. God credits His righteousness to those who put their faith in Christ alone for their salvation, thereby justifies them in His sight. Only such as are born of the Holy Spirit and receive Jesus Christ become children of God and heirs of eternal life.
- 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.
- 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).
- 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
- The candidate must recognize MVPC is egalitarian in regard to the role of women in the church.

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Biggest Church 'wins' in the last 18 months?

- Called a new pastor in November 2022!
- 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"
- 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

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
- New pastor begins in January 2023

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

Director of Student Ministries

Full-Time Position?

Yes

Overall Description of this Position

The Director of Student Ministries will be responsible for outreach to, programming for, and development of middle school students and high school students in the Lamorinda area. This person will work directly with students, creating a welcoming environment that encourages the student's spiritual and social development, as well as developing a team of adult volunteers that work alongside this individual to foster growth.

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Reporting Relationship

The Director of Student Ministry will report to the Associate Pastor for Family Ministry and work closely with him in these ministry areas. We hope for a vital partnership to share the load in these crucial ministry areas.

Goals and Expectations

- We hope this new person will bring a spark of life to our ministry. We need some help to recover from COVID and our current Associate Pastor is stretched thin with other responsibilities.
- We hope to have a growing, vital ministry again by the end of year 1 with more students attending, greater outreach to the students of the community and new ministries to parents and families of students to connect them to the life of our church.

Do you have a job description for this role?

Basic Function: The Student Ministries Director plans, organizes, develops, supervises, and leads the programs for high school and middle school students.

Nature and Scope:

- The Director reports to the Associate Pastor of Family Ministries (AP) and develops programs and plans for 6th-12th grade students consistent with the vision and purposes of MVPC. These programs and plans are done in coordination with the AP. The Director operates within the scope of these plans and receives day-to-day guidance from the AP.
- The Director supervises seasonal staff assigned to Student Ministries as needed.
- The Director also recruits, trains, and coordinates student leaders and adult leaders in conjunction with the AP.
- The Director perpetuates current programs and develops and implements new programs. This development and implementation includes such activities as selecting curriculum, recruiting and training volunteer leaders and teachers.
- Goals and objectives for each program are established, approved by the AP, and program results are evaluated based on these goals and objectives.

Specific Duties:

- Plans and leads Wednesday night Senior High and Thursday night Studio 68.
- Plans and leads retreats, camps, and events—including significant preparation and administration of the annual Amor Ministries Mexico Mission Trip for high school students.
- Plans and leads retreats and meetings for Student Leaders.
- In conjunction with the AP, plans and leads meetings for Adult Leaders.
- Plans, organizes, and directs Summer Programs, including potential summer interns and summer volunteer interns.

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- Plans and conducts confirmation sessions in conjunction with the AP followed by a confirmation Sunday luncheon.
- Maintains (with the Administrative Assistant) the databases, registrations, and proper records for Student Ministry programs.
- Administers the approved program budget. Expenditures that differ from the established budget require the approval of the AP.
- Prepares calendar and communications to parents and students.
- As part of the larger MVPC staff team, the Director will attend all staff meetings and participate in all-church events as asked.

Accountabilities:

- Ensures an ongoing program for students through the perpetuation of current programs and planning and implementing new programs.
- Ensures leadership of programs through direct participation and supervision of paid staff and selection, training, and direction of volunteer staff.
- Ensures that programs are supportive of and consistent with the Mission, Purpose, and Values of MVPC.

Skills, Knowledge, and Abilities:

- A vibrant, growing personal faith in Jesus Christ.
- Effectively teach middle school and high school students and communicate sometimes complex theological concepts in a way that can be understood.
- Academic preparation, including undergraduate degree.
- Knowledge of laws and regulations regarding youth programs.
- Ability to organize and supervise diverse programs.
- Ability to communicate with a diverse student body and relate well to students.
- Ability to communicate and connect well with adult volunteers and parents.
- Ability to work independently.
- Knowledge of the Bible and Christian Education materials.

Educational Preferences

We are looking for someone that has some ministry background but is willing to be trained further in a hands-on ministry environment. No formal student ministry education is needed, although because we live in a very highly educated community, we would like someone to have a Bachelor's degree.

Age Vs. Experience

We want the best candidate and are open to someone with several years of experience looking for a new place to bring their wisdom and talents. We are also open to someone that has some experience in student ministries but is looking for their first full-time position. Maybe he/she has been a super volunteer or an intern at a thriving church, and is feeling

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ready to try to branch out and do ministry full-time. Enthusiasm and passion for Jesus and students is a must and is much more important than having years of ministry.

Denominational Affiliation

While we are an Evangelical Presbyterian Church, our next Director of Student Ministries does not have to be from that denomination. We would like to have someone comfortable with some of our denominational flavor, but doesn't have to drink the kool-aid. For more info on what we believe, see <https://epc.org/downloads/> and click on Essentials.

How important is geographical location to you?

We are open to candidates from anywhere. Ideally, we would like them to live within the Lamorinda (Lafayette, Moraga, Orinda) community to be able to better understand and minister to students. This person must understand, or learn to understand, the nuances of the high-pressure, high achievement, family focused environment that we live in.

What skills are you looking for specifically?

- Creative
- Fun
- Go-getter/self-motivated
- Strong leadership skills
- Driven by love for students and love for Jesus
- Authentic
- Adaptable and flexible
- Understands Lamorinda culture
- Independent worker
- Teachable
- Committed (we would like someone to be here for at least 2 years)
- Team player
- Enjoys being part of larger team/staff
- Understands current student ministry trends
- Ability to speak to middle school and high school students
- Strong verbal and written communication skills
- Musical ability/worship leading ability a huge plus!

What technical abilities (if any) are required?

We are looking for someone who is trainable and wants to learn. Any experience a candidate can bring with video production, audio production, graphic design, etc., will be put to good use! We will gladly train someone on any and all technical needs we have.

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Equipper or Doer?

The ideal candidate would be a doer - responsible for executing weekly programs. We hope to have a good partnership with this candidate and the Associate Pastor for Family Ministries where they together will equip student leadership teams and adult volunteers.

Attractional Vs. Missional

We are looking to rebuild a program that has suffered through COVID as well as the downturn from pastoral transition. We want someone that can build a program that will engage students and help them reach their friends. It's hopefully a both/and.

Budget Area Supervision

\$8000 for the program budget, but they will also be responsible for coordinating large mission trips and other events where the budget is over \$100,000.

Personal Characteristics Desired

We want someone who is:

- Teachable, willing to learn and make mistakes in a safe environment, someone who loves students and has a vibrant, dynamic relationship with Jesus.
- A good team player who understands the large picture of building the kingdom and the Church and not just a student ministry.
- Culturally adept at meeting students where they are and helping them to feel welcome while shepherding students into a deeper relationship with Jesus.
- Fun-loving and easygoing and is seeking to live a balanced life while also being a hard worker.

What would immediately disqualify someone?

Someone judgmental, who was not in love with Jesus and not interested in helping others follow him. A criminal background would be an issue for us, as would an openly LGBTQ+ individual.

Urgency

We would like to have someone in place by March so they could participate in our annual Mexico Mission trip (first week of April), which will give them a chance to get to know lots of students and adults in our church and community.

Other "nice to have" skills

Musical ability/worship leading

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Finally

We are looking for an energetic, outgoing, fun-loving person who is ready to take ownership of a ministry and learn from a veteran pastor.

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Public Job Posting

Director of Student Ministries

Moraga Valley Presbyterian Church

Moraga, California

Moraga Valley Presbyterian Church in Moraga, California, is looking for a Director of Student Ministries to join their team. This person will be responsible for outreach to, programming for, and development of middle school students and high school students in the Lamorinda area. The Director of Student Ministries will work directly with students, creating a welcoming environment that encourages the student's spiritual and social development, as well as developing a team of adult volunteers that work alongside this individual to foster growth.

What you'll be doing:

- Recruiting, training, and coordinating student leaders and adult leaders in conjunction with the Associate Pastor
- Developing and implementing new programs, which includes activities such as selecting curriculum, recruiting and training volunteer leaders and teachers
- Planning and leading Wednesday night Senior High and Thursday night Studio 68
- Planning and leading retreats, camps, and events

What you need to have:

- A vibrant, growing personal faith in Jesus Christ
- Academic preparation, including undergraduate degree
- Ability to organize and supervise diverse programs
- Ability to communicate with a diverse student body and relate well to students
- Creative
- Go getter/self-motivated
- Strong leadership skills
- Strong teaching skills

Moraga is a suburb of Oakland/San Francisco Bay Area with a population of 17,539. Moraga is in Contra Costa County and is one of the best places to live in California. Living in Moraga offers residents a sparse suburban feel and most residents own their homes. In Moraga, there are a lot of restaurants, coffee shops, and parks. Many young professionals and retirees live there, and residents tend to have moderate political views. Moraga is a great place to raise kids with outdoor recreation, and highly rated public schools.

