



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

SENIOR PASTOR
Orcutt Presbyterian Church
Santa Maria, California

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POPULATION OF CITY

City Population: City of Santa Maria - 109,707 (2020),
Unincorporated Area of Orcutt - 32,034 (2020)

POPULATION OF COUNTY

County of Santa Barbara - 448,229 (2020)

COMMUNITY OVERVIEW

Santa Maria is located along California's beautiful Central Coast. The City of Santa Maria is the largest and most populous city in the County of Santa Barbara, with more than 110,000 residents. The unincorporated area of Orcutt, adjacent to the southern portion of Santa Maria, is home to over 32,000 residents. Santa Maria is located 70 miles north of Santa Barbara and 30 miles south of San Luis Obispo, about halfway between Los Angeles and San Francisco. The city is surrounded by ocean breezes, mountains, fruit and vegetable fields, and over 30 wineries. Our community is known for its world-famous Santa Maria Style tri-tip Barbecue.

The racial/ethnic breakdown of Santa Maria is 76% Hispanic, 15.4% White, 1.2% Black, and 6.6% Asian or other, and the racial/ethnic breakdown of Orcutt is 62% White, 28% Hispanic, and 10% All other. Only 48.5% of Santa Maria residents identify as religious. While agriculture remains a major industry with many sophisticated infrastructure expansions, Santa Maria and the unincorporated areas enjoy a vibrant economy based on a healthy combination of commercial and manufacturing development, education, oil production, the local public airport, and nearby Vandenberg Space Force Base. The daily average temperature is 72 degrees.

WHY PEOPLE LIKE LIVING HERE

Santa Maria offers big-city amenities with a small-town sense of community. Residents like our cultural diversity, central location ("close to everything"), and ease of travel. Outdoor recreational activities abound. Local housing is relatively affordable compared to other parts of the state. Our medical facilities and schools earn high marks. Fresh local produce is accessible year-round. Residents rave about our Santa Maria Style Barbeque and authentic Mexican food.

CHURCH HISTORY

Orcutt Presbyterian Church began as the original Christian fellowship in the southern part of the Santa Maria Valley through the ministry of an itinerant evangelist and Presbyterian pastor, who began church planting here in 1904. The fledgling church opened the doors of its first sanctuary in 1907. Over the years, we have participated in several different Christian traditions and continue to welcome believers from a variety of backgrounds. In 1941 we officially affiliated with the Presbyterian and Reformed stream of the Christian faith. Our current sanctuary was completed in 1994.

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We have been fortunate to enjoy long pastorates in our senior pastors. Rev. Robert Wedaa served for 25 years, from 1969-1994. Our current pastor Rev. Bruce Lethbridge has been serving OPC since 1996. As of April 2014, we have been part of a newer denomination that seeks to be a movement that makes disciples of Jesus Christ and plants churches. The movement is called ECO: A Covenant Order of Evangelical Presbyterians. We seek to be a community of faith, hope, and love that points people to the Lord Jesus Christ who alone is our Savior.

VISION, MISSION, VALUES

OPC seeks to be a community that is building hope and restoring lives through the transforming power of Jesus. We strive to encourage one another as brothers and sisters in Christ and to equip Christ's people to practice their faith by loving God and our neighbors in tangible ways. Toward this end, we invite people to meet Jesus Christ, connect with others, grow in faith, and serve in Jesus' name. We have identified strengthening our outreach, welcome, and assimilation ministries and developing a discipleship pathway as priorities for the next few years. We are seeking a pastor to join us in improving these areas as we continue to follow Jesus.

Our church values the following:

- Bible-based teaching - We come to know the one true God and whom He sent by teaching and learning the Bible book by book, verse by verse. By this, we learn that we are a part of God's story and find our place in that story.
- Authentic relationships - We are called to be a community of one mind and body of Christ, and to love our neighbors. We are called into relationship with God and each other. Through sharing Christ's love and compassion with each person, we build authentic relationships.
- Power of prayer - In everything we give our praises, thanks, and requests to God our "Father," who hears and answers our prayers.
- Children and youth - We seek to make a difference in the lives of our children and youth by building an atmosphere of love, support, and opportunity for young disciples to live for and serve Jesus.
- Community service and outreach - We are called to love our neighbor, which can only be accomplished if our inward focus turns outward by sharing the gifts, talents, and resources God has given us.

AVERAGE WEEKEND ATTENDANCE

122 in-person (two-service total)

OVERVIEW OF WEEKLY WORSHIP GATHERING

We offer two in-person worship services (contemporary and traditional), with a combined service once a month. The majority of our covenant partners enjoy the blended service and the shared meal afterward. A live stream is available. Preaching is expository. Our music is both praise and hymnal. OPC strives to connect with our neighbors and community through developing authentic relationships. We seek to meet people where they are and help them

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to move forward in a life-changing journey of faith that is centered on meeting Jesus Christ and serving in His name. People like our strong Bible-based teaching, friendly reception, relaxed atmosphere, and opportunities for involvement. Many worshipers share their talents and gifts during Sunday morning ministries.

WORSHIP STYLE OF YOUR CHURCH

Most weeks we are in two services:

- The Gathering - informal, primarily contemporary praise music
- Legacy - semi-traditional, mostly hymns.

We have a full band in our contemporary and blended services.

TELL US ABOUT YOUR FACILITY

The OPC campus covers 3 ½ acres in the middle of a neighborhood of family homes. Our spacious sanctuary can seat 607 persons; it houses a small prayer chapel. An adjacent multi-purpose fellowship hall has a stage area and full kitchen. The "Ark," a building off the east parking lot, is the hub for children's and youth ministries and activities. Another building houses the OPC Food Pantry and Clothes Closet. We serve those in need in our community through weekly distribution of food (in partnership with the Foodbank of Santa Barbara County) and clothing. In addition to our courtyard, there is also a large grass area used for activities and outdoor church services on occasion. Our campus is a multi-purpose facility utilized by many community organizations.

OVERALL BUDGET (THIS FISCAL YEAR)

\$662,764

OVERALL LONG-TERM DEBT OF THE CHURCH

None

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

We are an Evangelical Covenant Order of Presbyterians (ECO) denominational church. We partner with Stephen Ministries. Our mission support budget is 10% of our overall budget.

GOVERNANCE & POLITY

Our congregation is governed by a session, consisting of elders duly elected by and from the covenant partners of this congregation, along with the congregation's installed pastors, associate pastors, and in accordance with the congregation's own rule assistant pastors who have been elected by the congregation. The congregation determines the number of elders, their length of service, and the ordering of the session.

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CURRENT PAID STAFFING LEVEL

We currently have a full-time senior pastor, full-time office administrator, part-time choir director, part-time technical support person, part-time business administrator, and part-time facilities maintenance tech. We also have two open positions at present: a part-time children's ministry director and a part-time pianist/accompanist.

MAJOR MINISTRIES OF THE CHURCH

Our major ministries are Worship Services, Bible Studies, Children's Ministry (grades nursery-6), Youth Ministry (grades 7-12), Stephen's Ministry, Food Pantry, and Clothes Closet.

OUTREACH PROGRAMS OVERVIEW

The Food Pantry is a well-known community outreach. Our mid-week Bible studies often attract people from outside our church.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Moderate

PUBLISHED THEOLOGICAL STATEMENT

ECO Essential Tenets (<https://static1.squarespace.com/static/58d5cdabe58c627d57e31c71/t/63d2e06b52242f2b581a2903/1674764405936/%28Official%29+ECO+CONSTITUTION+2022-1.pdf>)

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

Though the majority of the congregation leans conservative, we have a variety of folks in our congregation.

- Example: We have an understanding from Scripture that homosexual lifestyles are not pleasing to God. We uphold this, but we don't make it a regular topic of discussion, for we know many people in our church have LGBTQ persons in their families, and also, this manifestation of sinful brokenness is no worse than idolatry, greed, etc. We try and make Jesus the only main thing for our church.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

We came out of Covid in a good position with overall stability in the face of significant staff departures.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS?

We are excited about the pastoral search itself and the new vision and gifts the next pastor will bring, plus moving forward together after a difficult season.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE?

Our biggest challenges are bridging two different worship services/philosophies, providing more opportunities for unity within the church outside Sunday worship, evangelizing the unchurched, and filling our open positions.

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TITLE OF POSITION YOU ARE HIRING

Senior Pastor/Head of Staff

CATEGORY OF HIRE

Senior / Lead Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

- Orcutt Presbyterian Church is seeking to call an experienced lead pastor who loves Jesus and inspires others to follow Him.
- A person whose life and ministry are in step with the Holy Spirit.
- A shepherd leader committed to prayer, teaching the Scriptures, growing disciples, equipping all generations for ministry, and investing in children and youth.
- We seek a visionary who recognizes our values and vision, and will partner with us in our next chapter of life and ministry.

REPORTING RELATIONSHIP

The Senior Pastor (Head of Staff) reports to Session (elder board).

GOALS AND EXPECTATIONS

- Promote church growth
- Evaluate current worship services
- Facilitate better communication between services
- Make church come alive throughout the week (not just Sunday)
- Reach out to each family in the congregation
- Bring the church body together
- Equip and energize the congregation

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Our Senior Pastor is:

- A nurturing shepherd who is relational and compassionate.
- An inspirational teacher of the Scriptures who is clearly guided by the Spirit.
- A team player who empowers, encourages, and makes prayerful decisions.

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- An effective evangelist, passionate about community outreach and sharing the Gospel.
- A visionary leader who will embrace our mission and values.
- A person who fosters intergenerational relationships.

Senior Pastor Qualifications:

- Faithful to ECO Essential Tenets and polity. If not an ECO pastor, a readiness to transfer credentials/ordination into ECO.
- Master of Divinity degree or equivalent in ministry at master's level.
- Three to five years of experience as an associate or higher level.
- Accountable to Session according to ECO polity and governance.

EDUCATIONAL PREFERENCES

We require a Master of Divinity degree or equivalent in ministry at master level and three to five years of experience as an associate or higher level.

AGE VS. EXPERIENCE

Our church desires a balance of experience and youthfulness.

DENOMINATIONAL AFFILIATION

We prefer an ECO pastor, but open to a strong candidate that is not an ECO pastor who would be ready to transfer credentials/ordination into ECO.

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Bold in faith
- Teaching
- Preaching
- Communicating
- Disciple-making
- Decision-making
- Supervising
- Visioning
- Evangelizing
- Community outreach (cross-cultural and multigenerational)

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

We use Planning Center and ProPresenter and desire familiarity with both tools.

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EQUIPPER OR DOER?

Both are equally important.

ATTRACTIONAL VS. MISSIONAL

Missional

BUDGET AREA SUPERVISION

Head of Staff

PERSONAL CHARACTERISTICS DESIRED

- Confident
- Organized
- Relational
- Sense of humor
- Sociable
- Teachable

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

Does not meet minimum qualifications.

URGENCY

Hire by January 2024; a high sense of urgency.

OTHER "NICE TO HAVE" SKILLS

Musically inclined and tech-savvy.

FINALLY...

The ideal candidate is rooted in God's Word, a teacher, has a servant's heart, is bold, humble, confident, and not a people pleaser.

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Public Job Posting

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Orcutt Presbyterian Church in Santa Maria, California, seeks to be a community that is building hope and restoring lives through the transforming power of Jesus and they are looking for a Senior Pastor to lead their team. This person will be an experienced leader who loves Jesus and inspires others to follow Him. The ideal candidate will also be a visionary leader, as well as a shepherd committed to prayer, teaching the Scriptures, growing disciples, equipping all generations for ministry, and investing in children and youth.

What you'll be doing:

- Teaching the Scriptures
- Equipping the congregation and promoting church growth
- Making church come alive throughout the week (not just Sunday)
- Unifying the church body

Skills you need to have:

- Relational and compassionate
- An inspirational teacher of the Scriptures who is clearly guided by the Spirit
- A team player who empowers, encourages, and makes prayerful decisions
- An effective evangelist, passionate about community outreach and sharing the Gospel

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