



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR
Twin Cities Church
Grass Valley, California

LEAD PASTOR

Twin Cities Church

Grass Valley, CA



Population of City

Most people live in unincorporated areas around the three main cities we draw from which are Grass Valley (14,000), Nevada City (3,200) and Penn Valley (5,800). Overall, we estimate the western part of Nevada County (our sphere of influence) is around 75,000.

Population of County

103,400

Community Overview

We are nestled at about 2400 feet in elevation in the Sierra Nevada Foothills between Sacramento and Lake Tahoe. Nevada City and Grass Valley are home to numerous galleries, museums, and unique shops. There are many activities and events year-round, including numerous markets and festivals. Our small-town feel is enhanced with a rich cultural life full of art, music, entertainment, live theater, history, and fine dining. We enjoy four moderate seasons - each of which is incredibly beautiful.

Why People Like Living Here

This is a great place to live because you get to have the sense of small-town living with the enjoyment of being close to so many different activities. You'll find arts and cultural opportunities, abundant outdoor recreation, and some great schools, including the Nevada County campus of Sierra College. There are lakes, rivers, and streams for water play and fishing, and dozens of trails for hiking, biking, and exploring. Our community has a small-town feel with cultural diversity and warm, friendly people. The outdoor activities are seemingly limitless, with hiking, biking, skiing (both water and snow), boating, rafting, etc. Above all, the friendly and welcoming attitude of our residents are why people want to settle and enjoy life here. We are a short 45-minute drive to Rocklin and Roseville for major shopping centers and eateries.

Church History

- In 1991, six families sensed God's call to start a new church in Western Nevada County, California. The name Twin Cities was chosen to represent the vision of being a church for all people living in Western Nevada County. Twin Cities was a distinction given to Grass Valley and Nevada City during the gold rush days and the courageous people who started Twin Cities wanted the church to be community-minded in its ministry focus.
- In October 1991, the church extended an invitation to Ron Thompson to become the first pastor of this new church. On March 1, 1992, the church held its Grand Opening service at Gold Run Elementary School in Nevada City, and 158 people attended that day.
- The new church was well received by the community and quickly outgrew the facility in Nevada City. In 1998, a lease was negotiated to move to Grass Valley utilizing the Veteran's Hall and Hennessey Elementary School each Sunday. The church continued to reach people who were looking for a fresh and new experience with God.

- The church was finally able to buy 20 acres of land on Rough and Ready Highway, and after 13 years of being a “church in a box” the people moved into their new facility on Father’s Day, 2005. Twin Cities continues to be about reaching their community and serving them in Jesus’ name. They want to be people who learn to love God completely, love people deeply, and serve sacrificially as Jesus did.
- Today, Twin Cities is one of the more influential churches in Nevada County. The leadership of Twin Cities is committed to strong and practical Biblical teaching, passionate worship, following Jesus and reaching out to their community in ways that draw people into a growing relationship with Jesus

Vision, Mission, Values

- Our Mission and Purpose –We are engaging together to lead as many people as possible into a growing relationship with Jesus Christ.
- We invite people to enter into a lifestyle of being a disciple – Journey with Jesus. We use the definitive term Follower of Jesus instead of the generic term Christian to describe our new identity in Christ. Our goal in spiritual formation is to help people Be With Jesus, Become Like Jesus, and Love Like Jesus.

Practicing the Way of Jesus -

- We Share Life – We follow Jesus and share life with Him and other Followers of Jesus as we support, encourage, develop, and connect in union with Jesus and unity with one another.
- We Strengthen Faith – We follow Jesus and strengthen our faith by deepening our understanding of God and His Word as we engage in spiritual practices that will help us grow to trust Him in all circumstances.
- We Serve Others – We follow Jesus and serve others by adopting the heart of a servant as we learn to put others first by using our time, talent, and treasure to invest in God’s Kingdom purposes.
- We Share Hope – We follow Jesus as the hope of the world and share the Gospel message with winsomeness as we seek peace, justice, and spiritual flourishing for our world.

Our Goals –

We win when our people...

- Love God
- Love People
- Serve Our World

Values –

- We are REAL and open about our faults and brokenness. We look to God as our source of hope, confidence, peace, and transformation.

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- We are RELATIONAL as we seek to build a community where we belong. Our walk with Jesus transforms us, and we influence others through the relationship we build with Him. We believe every person needs a place where they can know and be known, love and be loved, serve and be served, celebrate and be celebrated.
- We are RELEVANT in our messages, methods, and music as we aim to bridge the gap between Biblical truth and our culture.
- We are RELENTLESS in our pursuit of Jesus and the life He promised to those who follow Him. We're strategic in leveraging our resources to help as many people as possible know and experience the love and grace of Jesus through our words and acts of compassion.

Leading Edges -

- Where Hope Is Found is our main slogan. This is a place to focus on the hope we have in Jesus.
- Love Everyone Always – We are accepting of every person right where they are in their journey.
- Mental Health – We believe that the church has a responsibility to speak into the brokenness of our age and encourage people to find their peace and shalom in God's love.
- Community Impact – We serve our community and make much of Jesus through our loving actions.
- Excellence in programming and ministry. We want all our environments to be top drawer.

Average Weekend Attendance

700 in-person; 500 online

Overview of Weekly Worship Gathering

Our weekly worship gathering involves teaching and music, as well as programs for the children.

Worship Style of Your Church

We sing music from Elevation Church, Northpoint Church, Bethel Church, City Alight, Chris Tomlin, and Thrive Worship. We use a full band with vocalists. Our music is one of our biggest draws for people. Our church uses a blend of topical, textual, and expositional teaching that is application based.

Tell Us About Your Facility

- Our facility is 17 years old, but it's in great shape. Our goal has been to keep it looking "new" and "fresh." We have a vision for our lobby that makes it more than just a pass-through zone, but instead, is a place to hang out. We have seating, a fireplace, and a coffee bar. We also use it as a multi-purpose room for events and activities.
- Our auditorium was built to accommodate 950 chairs. We currently have 700 chairs in place. We have recently updated our video, audio, and lighting abilities.
- We have classrooms for children with their own multi-purpose room for Sunday gatherings. Students have their own multi-purpose room for Sunday gatherings.

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- We just completed installing new flooring in every place except the main auditorium.
- We have recently updated and repainted the walls throughout most of the building.
- We have beautiful, well-maintained landscaping with a water feature, and a cross people see as they come onto our property.
- We have a serene prayer garden with a water feature and place to be still with God.

Overall Budget (this fiscal year)

\$2.4 million

Overall Long-Term Debt of the Church

None. Recently paid off our building loan

Denominational Affiliation and/or Other Partnerships

We currently partner with the California Southern Baptist Convention and Saddleback Church.

Governance & Polity

We are a Pastoral led church with a Leadership Team. Our Senior Pastoral Team leads the church in most details with oversight from the Leadership Team. The pastors make most of the directional and operational decisions with the blessing of the Leadership Team.

Current Paid Staffing Level

Full-time

- Lead Pastor
- Lead Pastor Assistant/Accounting Assistant
- Spiritual Growth Pastor
- Reach & Student Pastor
- Children's Ministry Pastor
- Worship Arts Pastor
- Worship Arts Director
- Worship Arts and Communications Assistant
- Serve & Operations Pastor
- Sr. Accounting Director
- Care & Operations Sr. Director
- Sr. Communications Director
- Facilities Care Director

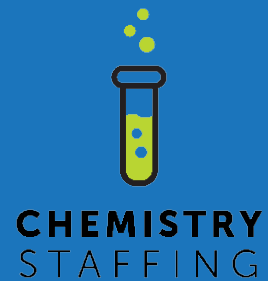
Part-time

- Spiritual Growth Assistant

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- Life Groups Coordinator
- Reach & Student Assistant
- Student Ministry Program Assistant
- Children's Ministry Assistant
- Preschool Ministry Assistant
- Worship Arts Music Assistant
- Database Specialist/Operations Assistant
- Technology and Video Assistant
- Sound and Lighting Director
- Operations Assistant
- Student Ministry Intern

Major Ministries of the Church

- Women's Ministry
- Men's Ministry
- 55+ Ministry
- Children – called Rock Solid Kidz
- Student Ministry
- Chaplain Team
- Prayer Team
- Life Groups
- Grow University
- Mom's Grief Group
- M.O.P.S.
- Local Outreach
- VBS Day Camp

Outreach Programs Overview

We have local and global ministry partners.

Local Ministry Partners include:

- Hospitality House – Homeless Care
- Interfaith Food Ministry
- Anew Day – Faith-based lay and professional counseling
- LivingWell Medical Clinic – Crisis Pregnancy

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- At-Risk Students
- Serve Our Schools
- Church planting – Citywalk Church in Yuba City, CA
- We host two large community events each year - Fall Family Festival & Spring Easter Egg Hunt
- Sister's and Kid's Closets – Free clothing giveaways
- Many other local events where we come together to serve our community

Global Ministry Partners include:

- Uganda church building and leadership development
- Nepal – Discipleship ministry
- Transformation Journal – Evangelism and Discipleship ministry
- 180 – At-Risk Youth in Lodi, CA
- Sierra Ministries – Healing Prayer

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

Evangelical - Conservative

Published Theological Statement

Evangelical – Conservative with a moderate view of women in leadership.

- As far as expressing our theology, our practice has been to stand firm on the foundations of faith, but when it comes to peripheral issues, we tend to present the various opinions on these and then show why we believe our particular stance. We don't get dogmatic or sidetracked with theology as to when the rapture is, Calvinism vs. Arminianism, spiritual gifts practiced today, etc. We explain our positions and our stance but don't draw hard lines on non-essential beliefs.

Our Statement of Faith:

About God

- God is the Creator and Ruler of the universe. He has eternally existed in three persons: The Father, the Son and the Holy Spirit. These three are co-equal and are one God. Genesis 1:1,26,27; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14

About Mankind

- We are all made in the spiritual image of God, to be like Him in character. We are the supreme objects of God's creation. Although mankind has tremendous potential for good, we are marred by an attitude of disobedience toward God called "sin." This attitude separates us from God. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1,2

About Eternity

- We all were created to exist forever. We will either exist eternally separated from God by sin, or in union with God through forgiveness and salvation. The place of eternal separation from God is called Hell. Heaven is the place of eternal union and eternal life with God. John 3:16; Romans 6:23; Revelation 20:15 (Hell); Matthew 25:41; Revelation 21:27 (Heaven)

About Jesus Christ

- Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to Earth to reign as King of Kings, and Lord of Lords. Matthew 1:22,23; Isaiah 9:6; John 1:1-5; John 14:10-30; Hebrews 4:14,15; 1 Corinthians 15:3,4; Romans 1:3,4; Acts 1:9-11; 1 Timothy 6:14,15; Titus 2:13

About Salvation

- Salvation is a gift from God to mankind. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty. Eternal life begins the moment we receive Jesus Christ into our life by faith. Romans 6:23; Ephesians 2:8,9; John 14:6; John 1:12; Titus 3:5; Galatians 3:26; Romans 5:1

About Eternal Security

- Because God gives us eternal life through Jesus Christ, the believer is secure in their salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives this security. John 10:29; 2 Timothy 1:12; Hebrews 7:25; Hebrews 10:10,14; 1 Peter 1:3-5

About The Holy Spirit

- The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make mankind aware of our need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control daily. 2 Corinthians 3:17; John 16:7-13; John 14:16,17; Acts 1:8; 1 Corinthians 2:12; 1 Corinthians 3:16; Ephesians 1:3; Galatians 5:25; Ephesians 5:1

About The Bible

- The Bible is God's word to all mankind. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error. 2 Timothy 3:16; 2 Peter 1:20,21; 2 Timothy 1:13; Psalm 119:105,160; Psalm 12:6; Proverbs 30:5

About Marriage

- Marriage is a lifelong covenant relationship between one man and one woman to the exclusion of all others. It is a lifetime relationship in the eyes of God. We believe in the covenant faithfulness of each man and woman in marriage before Jesus Christ. Matthew 19:6; Ephesians. 5:31; Romans 1:26-27; 1 Corinthians 7:2-7; Ephesians 5:23-33

What theological hills will you die on?

- A candidate must align with our Statement of Faith
- We love to worship, but we are not charismatic in style or belief.
- We are conservative in theology and practice, but we don't take ourselves too seriously. We allow people to be in process as the Holy Spirit works His will in their lives.
- While we like liturgical practices, we are not a liturgy-driven church.
- We are Gospel-driven.
- We are focused on issues on mental and emotional health.

Hot-Button Social/Cultural Issues For Your Church

We would want our Lead Pastor to be able to be compassionate and loving toward all people – from every area of life. We are “accepting” instead of “affirming” when it comes to the current sexual trends and gender misidentification we see around us. We adhere to the Biblical description of marriage as being between a man and a woman. However, we warmly embrace those who are on their personal journey of faith who identify as homosexual and are seeking God. We encourage them to join us and explore faith in Jesus in a safe environment.

Biggest Church “Wins” in Last 18 Months?

- We paid off our building loan ten years early!
- We are moving forward as we emerge from the hardest part of the pandemic and are seeing many people return to being physically present and engaged in the church.
- We are also seeing many new faces as people are drawn to our church.
- We have taken a lot of ground on our church's Spiritual Growth initiatives and are seeing people impacted by it.
- Our Women's Ministry has new leadership and is flourishing.
- Our Prayer Team is growing and engaging more people at a deeper level.

Biggest Opportunity for Your Church in the Next 12 Months

- The leadership transition and succession of our Lead Pastor.
- We are poised to grow again after the COVID slump hit our church. More and more families and new people are coming and getting connected. It's an exciting time to be part of our church as we look forward to the future.
- We are debt-free and poised for future growth and the pursuit of other ministry initiatives or church-planting opportunities.

Church's Biggest Challenge for the Future

- The aging population of our community and church, AND the need to get younger adults engaged in the life of our church.

- One of the biggest challenges for the future is keeping people deeply engaged in their faith and the church as cultural trends drift further and further from Christianity.
- Our church does need to attract younger families while at the same time valuing and engaging our older members.
- Our volunteer pool has declined in our post-COVID reality. There is a challenge to cast a vision for deeper engagement in the ministry of the church and in our community.

Title of Position You Are Hiring

Lead Pastor

Full-Time Position?

Yes

Overall Description

The Lead Pastor will be the primary communicator while casting vision and deploying resources to accomplish the mission of the church. The ideal candidate will have ten years of pastoral experience and a master's degree from a theologically conservative seminary. The Lead Pastor will be responsible to oversee the overall direction of the church and give oversight to the Pastoral Staff. The Lead Pastor will give direction to the budget process. The Lead Pastor will give oversight to policy statements and documents.

Reporting Relationship

The Lead Pastor reports to the Leadership Team and is an active voting member of the same team.

Goals and Expectations

The first year will be devoted to assessing the health of the church and staff, becoming familiar with the community, and making friendships, as the Lead Pastor listens to God about the future of the church. We would hope that the new Pastor feels alignment with our vision, mission, and style of church and would come to embrace and enhance that foundation, and not change the direction or culture of our church. There are many opportunities and great potential to expand our reach and impact on our community. One of the hallmarks of Twin Cities Church is that we are committed to blessing our community and serving it with our gifts and time.

Do you have a job description for this role?

- Primary Communicator with the responsibility to guide and oversee our focus and set vision of upon areas of focus and impact.
- Lead the Pastoral Team concerning vision, strategy, goals, and team building.
- Lead the Leadership Team with oversight of the church vision, direction.
- Participate in planning weekend gatherings and ministry initiatives.

- Participate in Weddings and Funerals.
- Responsible to keep the vision of excellence concerning our facility, both externally and internally.

Educational Preferences

We want a person with a minimum of a Master's degree from a conservative, accredited seminary.

Age Vs. Experience

- We would prefer to have someone with both maturity and life-experience.
- We would prefer ten years of Senior Pastoral Leadership experience.
- We would prefer a humble attitude and willingness to grow and become like Jesus.

Denominational Affiliation

This is not an issue for us as long as the person is theologically conservative and can adapt to any distinctions we have that may be different from their denominational background.

How important is geographical location to you?

We would prefer someone who is from the Western states and would be able to relate to people from diverse backgrounds. We would want the person to live in our local community.

What skills are you looking for specifically?

- Communication
- Self-awareness
- Leadership
- Teaching
- Financial acumen
- Ability to see the big picture and not get lost in the weeds
- Teachability

What technical abilities (if any) are required?

No special skills are necessary, but it's essential that the Lead Pastor understand and value those who carry out the communication or operate with specialized equipment and software.

Equipper or Doer?

We want our Lead Pastor to be an equipper who easily releases authority to others. At the same time, we want our Lead Pastor to get into the nitty gritty ministry details by being one with those he leads.

Attractional Vs. Missional

We see ourselves as both. We send our people out to do missional work in our community and world. We also expect all who call TCC home to be raving fans and invite people to our gatherings. We teach that it's our responsibility to model the character of Jesus in our interactions with others so that they see Him when they see us. Our best witness is not what we say, but what we do and how we do it. Our worship is designed to be relevant to life and discipleship in nature while speaking to the ordinary person who may or may not have any religious background. We want to produce disciples of Jesus who reflect Him well to our world.

Budget Area Supervision

The Lead Pastor Budget is \$8k, and the Lead Pastor influences all other budget items in our church, especially our missions' budget.

Personal Characteristics Desired

- Emotionally Intelligent
- Solid people skills and the ability to resolve conflict in a healthy way
- Integrity and be worthy of trust
- Self-motivation and the ability to self-direct
- Composure and patience
- Fun sense of humor with the ability to laugh at his weaknesses
- Good balance of work and home
- An avid learner - teachable
- Fluent in personal, emotional, physical and mental health issues
- Consistent and reliable
- Practiced listening skills and the ability to express empathy

What would immediately disqualify someone?

- We would not hire a candidate who could not agree with, adhere to, and protect what we call our Statement of Faith.
- We would not hire a candidate who objects to women being allowed leadership and teaching roles.

Urgency

8 – Our current Lead Pastor will move out of his role on August 27, 2023.

Other “Must Have” Skills

- A love for including people
- The ability to laugh at himself
- The willingness and commitment to resolve conflict
- A person with a deep-abiding relationship with Jesus
- A strong work ethic
- Able to admit failure and seek forgiveness

Other “Nice to Have” Skills

- A proven ability to collaborate with others
- A love to include people from all backgrounds

Finally...

- Our perfect hire is someone willing to plant deep roots with us with longevity as the goal.
- We want a person who is willing to admit he doesn't know it all and is eager to take steps to grow with us.
- Teachability and humility are a must.
- We want a leader who is known for leadership, love, integrity, compassion, relatability, and community involvement.
- We want a person who can relate to a younger demographic while also caring for an older generation of committed followers of Jesus.
- We want a person who can creatively and clearly communicate the changeless truths of the Bible and the Gospel of Jesus.
- We want a person who loves nature and the arts.
- We want a person who can know our community, learn to love us, and work to lead people in their discovery of Jesus as they make a commitment to follow Him with their time, talents, and treasures.
- We want a person who can help us navigate our changing world with grace and truth.

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Twin Cities Church

Grass Valley, CA



Public Job Posting

Lead Pastor

Twin Cities Church

Grass Valley, California

Twin Cities Church was planted in Grass Valley, California, in 1991 with a mission and vision to serve the western part of Nevada County and be used by God to lead as many people as possible into a growing relationship with Jesus Christ. They are looking for their second Lead Pastor who will be the primary communicator for their church, casting vision, and deploying resources to accomplish the mission of the church. The ideal candidate will have ten years of pastoral experience and a master's degree from a theologically conservative seminary.

What you'll be doing:

- Leading the Pastoral Team concerning vision, strategy, goals, and team building
- Leading the Leadership Team with oversight of the church vision, and direction
- Participating in planning weekend gatherings and to be the primary teacher and communicator
- Giving direction to the budget process and oversight to policy statements and documents
- Protect the values and structure of the church

Skills you'll need to have:

- Communication
- Integrity and Honesty
- Leadership
- Teaching
- Composure and Patience
- Motivation and Ability to Self-direct

Twin Cities Church is nestled at about 2400 feet in elevation in the Sierra Nevada Foothills between Sacramento and Lake Tahoe. Nevada City and Grass Valley are the nearest cities and are home to numerous galleries, museums, and unique shops. There are many activities and events year-round, including numerous markets and festivals. The small-town feel is enhanced with a rich cultural life full of art, music, entertainment, live theater, history, and fine dining.

