



July 1, 2018

Dear Prospective Lead Pastor Candidate,

Thank you for your interest in the lead pastor position at Orchard Valley Christian Church.

We are a small primarily Asian American congregation established some 40 years ago in Silicon Valley, by God and a group of young families who were rooted in a desire for worship, service and community.

We are for the most part the same group of families plus a few more... a little older ...but with the same desires.

We continue to journey with God and seek to follow His will for our community.

We seek to participate in His plan here in the Valley.

- A place where most of us have spent most of our lives.
- A place where we see much spiritual need.
- A place and community we seek to serve in His name.

We are looking for a leader to join our group of elders to lead this congregation into a new season of worship, service, and community.

As a leadership team...

- We hope to continue our tradition of caring for each other.
- We hope to continue our acts of service and outreach through our programs.
- We hope to grow our youth program.
- We hope to deepen our understanding of scripture and relationship with God.

And from these acts of service and our deep relationship with God, we seek to reflect His love into this Valley and bring more people into His Kingdom.

You can learn more about Orchard Valley Christian Church at our church website - orchardvalley.org

Blessings in Christ,

The Elders at Orchard Valley Christian Church
Mike Chan, Steve Kim, Gain Wong, Ron Wong

Orchard Valley Christian Church

Seeking Lead Pastor for multicultural, predominantly Asian American at present, non-denominational, 200-person congregation desiring to grow in the heart of Silicon Valley

The lead pastor is member of the Elder Board. The Elders provide spiritual leadership and shepherd the congregation in growth in Christ. The Elders are also responsible for the administrative functions and church operations.

Summary of Elder's Role

The Lead Pastor and Elders will build ministries and teams:	In support of congregational spiritual growth. By employing individuals' spiritual gifts. By providing strategic vision and short-term goals.
The Lead Pastor and Elders will teach:	How to understand the Bible in greater depth Using sound doctrine rooted in Biblical accuracy.
The Lead Pastor and Elders will model:	Authenticity in struggles Leadership, humility, interpersonal relationships, and compassion. Spiritual growth.
The Lead Pastor and Elders will help the congregation to:	Develop a personal relationship with Christ. Grow spiritually by understanding a process for growth, through relationships with others, and by taking personal responsibility.

Order of Authority

The Lead Pastor will work closely with the Elder Board and will be subject to Elder Board members. At the same time, the Elders will support the Lead Pastor in execution of and growth in her/his role. S/He will thoughtfully consider and respond to annual performance reviews of her/his role as defined in the previous four areas.

Spiritual Gifts

Required: Leadership, Teaching, Exhortation; Desired: Administration

Traits

Self-controlled (mastery of self, personal discipline), Respectable (well-ordered life, in balance), Prudent (sensible, well-ordered mind, mental balance), Temperate (well-ordered spirit, emotional balance)

Responsibilities of the Lead Pastor

- The Lead Pastor will preach and teach in Sunday morning services.
- The Lead Pastor will work with the worship service leaders in preparing appropriate worship services. These services should be well-prepared, honoring to the Lord, challenging, and thought-provoking for our congregation.
- The Lead Pastor, with the Elders, will regularly lead the congregation in the Lord's Supper or Communion. This should be done at least once per month. Along with the Elders, s/he should also lead in regard to baptisms. These should be offered at least every six months.
- The Lead Pastor will be available and willing to perform weddings and funerals as needed, commensurate with church policy.
- The Lead Pastor will assist, as required, to ensure guidance and mentoring for ministry leaders. S/He, along with the Elders and church Board, will be responsible to ensure that all leaders, pastoral and otherwise, fulfill the requirements of their job descriptions.
- The Lead Pastor will provide short-term counseling as needed. The Pastor will be available and responsive to crisis situations and will provide pastoral care through the most effective means possible.
- The Lead Pastor and the Elders will ensure ministry synergy and opportunities for spiritual growth of participants in those ministries.
- The Lead Pastor will address personnel issues impacting the church organization, processes, or ministries with leadership, compassion, and humility.
- The position requires great flexibility in time schedule. The pastor should be available for evening activities as well as work on the weekends. The pastor should take a regular sabbath.

Educational Requirements

M. Divinity, or equivalent

Minimum five years lead pastoral experience or proven experience building and developing teams

Statement of Belief

We believe that the Bible is God's written word, without error or defect, written by men under the inspiration of the Holy Spirit. Hence, the Bible is God's supreme and final authority for how we ought to believe and live.

We believe in one true God, eternally existing in three persons: Father, Son, and Holy Spirit. While they are one God in essence, each is personally distinct from the other.

We believe that God freely created from nothing all things through His Son Jesus Christ. He alone is the sustainer of all things, sovereign in His rule over all things, to the end that His glory might be made fully manifest to all creation.

We believe that God created, as the crown of His creation, man and woman in His own image that they may enjoy God forever. Tempted by Satan, they rebelled against God and fell into the bondage of sin. Estranged from their Maker, they became incapable of returning to God apart from His intervention.

We believe Jesus Christ is the only begotten Son of God. Being born of a virgin through the Holy Spirit, Jesus is perfect Deity and true humanity united in one person forever. Jesus offered Himself as a sacrifice on the cross for our redemption, was buried, resurrected on the third day, and has ascended to the right hand of His Father in heaven as our advocate. Someday soon, He will return to earth to consummate history and fulfill God's eternal plan.

We believe in the Holy Spirit who is present in the world to convict people of their sin and draw them to believe in the risen Christ. He indwells, teaches, gifts, and intercedes for each believer, empowering and equipping them to administer God's grace to the lost, the poor, and the oppressed.

We believe God's salvation is granted the precise moment a person places her/his trust in Christ alone as Lord and Savior. This salvation is a free gift of God and not based on human merit. The believer is justified by God--Christ becoming sin on our behalf so we might become the righteousness of God in Him--and is adopted as a child of God and joint heir with Christ.

We believe all believers are members of the body of Christ, the one true church universal. It is the Church alone that has been entrusted with the mission of bringing God's message of hope to a lost people and raising them to grow and conform to the likeness of Christ.

Core Values

Together as a community of believers, we are gathered around the presence of Christ for the purpose of spiritual transformation so that we can discern and do the will of God.

These are the values that undergird our community to shape us into the kind of community we long to become:

- (1) ***Christ-centeredness***
 - a. Focus our hearts continually upon Jesus Christ and His Presence in all our activities.
 - b. Desire to please Him and grow to be more like Him.
 - c. Remember our chief aim is to glorify God.
- (2) ***Community with camaraderie***
 - a. Develop and maintain a culture of mutual respect, trust and deep commitment to one another.
 - b. Exercise loving kindness, grace, humility and speaking the truth in love with one another.
 - c. View conflicts as opportunities to reveal God's leading and not as obstacles.
- (3) ***Caring for and serving others***
 - a. Actively find tangible and practical ways to care for and serve those in need.
 - b. Encourage those in the Body of Christ.
 - c. Develop a Christlike heart towards others.