



*We are a community of Christ followers known as Maple Valley Church who desire to find the individual God has called to be our next Senior Pastor/Head of Staff.*

## CHURCH INFORMATION FORM

**Church Name:** Maple Valley Church

**Address:** 22659 Sweeney Road SE, Maple Valley, WA 98038

**Mailing Address:** P.O. Box 590, Maple Valley, WA 98038

**Telephone Number:** 425-432-4399 ext. to voicemail

**Email:** [pnc@maplevalleychurch.org](mailto:pnc@maplevalleychurch.org)

**Website:** [www.maplevalleychurch.org](http://www.maplevalleychurch.org)

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**Congregation Size:** 290 (covenant partners), 330 regular attenders

**Average worship attendance:** 220

**Adult Education:** 170-200 (18 Small Groups plus Women's and Men's Bible Studies)

**Number of Staff:** 19 (5 full time and 14 part time, including Preschool Staff)

**Children's Ministry:** 60 (40 weekly average)

**Youth Ministry:** 60 (40 weekly average)

**Curriculum Includes:** Orange, LIVE, Faith at Home, Beth Moore, Priscilla Shirer, and RightNow Media to name a few

**Church Boards:** Elders (12); Deacons (15), Missions (8), Trustees (9)

**ECO Presbytery:** Northwest

### Age Demographics:

Age Range	19-24	25-34	35-44	45-54	55-64	65+
Church %	1%	8%	16%	14%	22%	38%

### Community Type:

Maple Valley, located about 45 minutes southeast of Seattle, is one of the fastest growing areas in Washington State. A high percentage of residents are college educated and is a family-focused community. The renowned Tahoma School District continues to be a draw for younger families, representing 38% (ages 25-54) of our church community. We are located along the eastern edge of King County's urban growth boundary in the beautiful Cascade mountain foothills, providing ready access to many recreational and cultural activities.

**Who We Are:**

Maple Valley Church is an intergenerational church that emphasizes Christian community as a foundation for discipleship. We desire to spread the gospel of Jesus Christ through building relationships and serving in our church, the community, and the world. Our church has benefited from long term retention of staff over the past 30+ years. We are now welcoming new core staff members in anticipation of church growth as our city grows and becomes younger and more diverse. The authority of scripture is the foundation for all the ministries and practices of our church. But, we also are adaptable to how the truth of scripture is presented, in order to reach the spiritually curious, unchurched, and those who have wandered in their faith. In addition, the church is part of the larger evangelical community.

Maple Valley Church is an energetic church with a spiritually deep and socially engaged congregation. We are searching for a shepherd who will help us develop a unifying vision to focus our energy to serve the community in which God has placed us. We desire to develop long-term strategies that will create alignment of the ministries in our church around a central mission.

**Our Beliefs:**

We believe that Jesus Christ is God's only Son, fully God and fully human. We believe that Jesus Christ is the only savior of the world from our sin and that we receive salvation from God through Christ by grace through faith. We believe that He has called us to be His witnesses in our families, communities, and beyond. We are a church that takes our sin and God's grace very seriously.

**Our Values:****Biblical Integrity**

We believe the Bible is the unique and authoritative Word of God, teaching through the mediation of the Holy Spirit all that is necessary for faith and life.

**Intentional Community**

We believe spiritual growth is a corporate experience developed through worship, prayer, study, service and accountable community. We believe it is our sacred privilege to participate in nurturing the faith of the next generation. We believe Jesus calls each of us to act as peacemakers in all of our relationships.

**Outward Focus**

We believe in living out the whole of the Great Commission. This includes personal and corporate communications of the gospel and the application of redemptive justice and service locally and internationally.

**Our Mission Statement:**

To help all people know God more deeply, love others more completely, and live life more fully.

We believe that our passion for God moves us to be intentional ambassadors of Jesus Christ. It moves us to be genuine peacemakers in our homes, community and world. It moves us to reach out, serve, and multiply disciples. This means that our passion for God motivates us to grow deeper in our personal relationship with Jesus Christ, to move outside our comfort zones, be witnesses, and make disciples outside the four walls of the church.

## How We Worship:

We currently offer one worship service on Sunday morning, but plan to return to two services most likely in Fall 2023. When we had two services before Covid, the same style of worship was done in both services to encourage intergenerational connection and growth. Our congregation is friendly, tight-knit, and welcoming. Our worship team, led by a new worship director, is made up of volunteer vocalists and instrumentalists. The service is modern and mostly non-liturgical, where we come together in fellowship and focus on glorifying God. We see worship as more than just music. Musical and artistic worship prepares hearts to hear the Word preached, and attracts people through the joy of the arts, which communicates the Word in a different format. We share in communion on the first Sunday of every month and occasionally have special appearances from our Creative Kids worship arts team, and encourage students from our middle school and high school worship teams to practice and lead with the Sunday morning team. Our vision is to lead people to become more genuine and intentional in worship with the Father, not only at the service, but throughout the week. Worship on Sunday mornings should spur us to spread the love of God to others. Our hope is for worship to serve as a launching pad to send out our members into their spheres of influence energized, focused, and united in purpose.

## How We Care:

At our core we care for one another through our dedication and involvement in the ministry of small groups where people are known, grow through study of the word, and simply "do life" together. Other ways that we care for our church and community are through a variety of care ministries.

- Prayer Ministry: We have twice a week intercessory prayer meetings that occur at the church where anyone can join in praying for our church, community, and world. Prior to Covid, we offered designated prayer time prior to each service along with prayer partners available for individual prayer after each service.
- Benevolence Fund: We provide care and assistance to our church and community members, through the ministry of our Deacons. For FY 2022, the Deacons gave \$54,872 for community and member care and outreach.
- Stephen Ministry: We have 15 trained Stephen ministers who currently provide emotional and spiritual care to 14 individuals within our church and community during challenging times.
- Grief Share: A small group of church and community members coming together to help one another deal with loss.
- Castle Brigade: This is a group of 10-15 men that meet weekly for fellowship and volunteer their time to repairs for the church building as well as community needs.
- (Past) Peacemakers: Historically, we have offered Peacemakers, which is a class on how to biblically handle conflict. This is a central part of how our church operates in resolving conflicts.

## How We Serve:

Passionately reaching out to our community and the world around us is an integral part of who we are as a church body. Our lives are aimed at bringing Jesus Christ into the places where we live, work, play and worship in a variety of ways.

- Community Outreach: **KidReach** pairs 10 adults with students from a neighboring elementary school to build relationships and tutor. We provide financial support to **Vine Maple Place**, a local organization that ministers to families facing homelessness. We have a program called **Foster Adoption Ministries (FAM)**, where we provide communal support for families who choose to foster or adopt children. We are currently supporting one family in our church. We also provide financial support to several other local, faith-based non-profits and missionaries. For example, we help support both **Passage Point**, which provides transitional housing for

previously incarcerated men and women, and **Maple Valley Food Bank**, which gives food and financial support to community needs. In addition, we have partnered with several local churches and hosted a communal **Good Friday service**. Finally, we also put on an annual **Trunk or Treat** outreach event open to the community. We have had great engagement, with an attendance of approximately 800-1000 in 2022. Pre-Covid, **Serve Sunday** was an annual event when the congregation broke out into groups taking part in multiple community service opportunities. We hope to see this restarted.

- Community Prayer: We encourage our pastor to meet with other local pastors and community leaders on a weekly basis to pray for each other's church body and our community. We also provide twice a week prayer meetings at the church to pray over our community.
- Mission Trips: We are committed to the financial support of 20 missionaries and mission organizations locally and around the world. For FY 2022, our financial support for missions was \$112,000. We have several yearly mission trips attended by youth and adults both domestically and internationally. We have at least one (if not more) trips to Corner of Love in Costa Rica to help provide supplies, community, and the Gospel to Nicaraguan refugees fleeing their country. Our high school has deep roots in going to Mexico, but has not returned yet since Covid. Our high school also goes on annual trips to Cashmere, Washington, to partner with local churches to put on a week of VBS for the local community.

### **How We Teach:**

We currently have opportunities for spiritual growth for all ages of our congregation.

Teaching Our Children: Every segment of our youth education is being designed to equip parents in their role as primary spiritual nurturers and prepare children to be part of the "Big" church. We currently teach our children through three core programs:

- Children's Ministry: We have our core Sunday school program for children (birth through 5<sup>th</sup> grade).
- Maple Valley Christian Preschool: Open to the public, this thriving preschool serves over 140 children.
- Youth Ministry: Sunday school and Wednesday night youth group consists of middle school (6<sup>th</sup>-8<sup>th</sup> grade) and senior high school (9<sup>th</sup>-12<sup>th</sup> grade). Sometimes the middle school and high school groups are combined, and sometimes when appropriate, they are separated.

Teaching Our Adults: As we look to deepen our relationships our goal is to provide relevant and innovative education for our covenant partners. Our current adult programs are broken out into three areas:

- Targeted Education: Weekly women's Bible studies and Men's Bible Study Fellowship.
- Small Groups: There are currently 17 small groups that actively meet with an average attendance of approximately 10-15 people each. Small groups are provided with small group material and questions that align with the current sermon series. They are encouraged to meet once a week.
- NEXTU Class: We provide a class that includes the history of MVC, main ECO tenants, a spiritual giftings test, participant testimonies, and helps them consider their next discipleship step at MVC. This class is required to become a covenant partner of MVC.
- We offer our children, youth and adults Compass Point discipleship classes on a variety of topics to equip the congregation.

### **Our Challenges, Our Path Forward:**

We would like to see a renewed focus in the following key areas:

- Develop and implement a comprehensive strategy to reach new people and younger families in our community and incorporate them into the life of the church.

- Enhance children and youth ministries to better serve our growing families in our community.
- Encourage and equip parents in the biblical teaching and discipleship of their children.
- Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
- Provide opportunities for healing and transition to unite the body with common vision and purpose to move towards.
- Strengthen the process by which members are called and equipped for ministry and leadership.
- Embark on a more deliberate and sustained effort to equip all members and attenders to be both disciples and disciple multipliers of Jesus Christ.

#### **Our Next Senior Pastor will be able to:**

- Lead and unify the staff, congregation, and session, developing a clear and broadly held vision in order to strengthen the body and reach the lost.
- Lead with empathy and humility and empower staff and covenant partners to fulfill our vision and common purpose.
- Bring healing and unity to the parts of our body as we move forward together as one.

#### **Senior Pastor/Head of Staff Position Description:**

The role of the Senior Pastor/Head of Staff is a full-time commitment. The Senior Pastor moderates the session and leads this congregation elected group. The Senior Pastor will be responsible for shepherding and nurturing employees' development, and will also be responsible for the spiritual life of the congregation, including worship, teaching, administration and pastoral care. As Head of Staff, the responsibilities include: leading the staff in unified work to accomplish Maple Valley's mission in Christ, overseeing daily operations, working alongside the Personnel Committee in addressing personnel matters including conducting annual staff reviews. The Senior Pastor will be active in and work with the ECO denomination and the Presbytery of the Northwest.

#### **Qualifications:**

- Personal relationship and commitment to Jesus Christ and evidence of spiritual growth
- Strong preaching skills - capable of nourishing, inspiring and connecting people with God's Word
- Strategic - capable of casting a vision, leading the church toward the realization of the vision, and leading the resulting growth of the church
- Passionate - reaching those lost to Christ and able to motivate and equip others to act on that passion
- Teaching experience - able to equip people at all stages with a deepening knowledge and ability to apply God's Word in their daily lives and to minister to others
- People and communication skills - comfortable relating to all people, regardless of age, gender, ethnicity or ideology
- Excellent management, organizational, fiscal and administrative skills
- Successful track record in recruiting, team building and staff mentoring
- Familiarity and comfort level with church technology and computer systems
- Experience in leading and managing a church through a time of change
- Empathetic - caring for persons in time of need
- Member of ECO or be willing to receive and adopt the essential tenets and values of ECO and be eligible for ordination in the Covenant Order of Evangelical Presbyterians as a Senior Pastor/Head of Staff

#### **Responsibilities:**

- Prepare, lead, pray and preach the Word and administer the sacraments in worship and other services as appropriate
- Embrace and nurture the church family, striving to build unity, healing and fellowship
- Provide vision, leadership, and ministry, in unity with Session, concerning change, conflict

- management, reconciliation, planning and growth
- Guide the congregation in ever deepening personal faith
  - Provide leadership for activities of the church working in partnership with the staff, ministries, committees, and teams to assist them in carrying out their assigned tasks and providing accountability for results
  - Provide leadership working in unity with Session, to shepherd the congregation, collaboratively identifying/addressing congregant needs and educational opportunities as well as financial planning and accountability of stewardship/finance teams
  - Provide pastoral care to include visitation, crisis care, counseling, and officiating at weddings, baptism, and memorial services as requested
  - Plan and moderate Session and Congregational meetings in consultation with the Clerk of Session and in accordance with the bylaws of Maple Valley Presbyterian Church and the polity of ECO
  - Conduct weekly staff meetings to coordinate program and administrative responsibilities, to provide continuity of vision and leadership, to establish accountability measures, and to build a unified team
  - Responsible for annual performance reviews for direct reports
  - Provide leadership and work in unity with Session in all areas of staff management, including hiring and dismissal of staff positions
  - Represent Maple Valley Presbyterian Church to ECO, the community and community organizations
  - Provide relevant, meaningful reports on performance and accomplishments to Session on a monthly cadence

**Certification/Training/Experience:**

- Master of Divinity and Ordination as a pastor or equivalent
- Clinical Pastoral Education Training (desired)
- 5-7 years of pastoral leadership (desired)

**Compensation:**

Compensation for the Senior Pastor/Head of Staff includes salary and housing allowance, retirement plan (403b), insurance, study allowance/leave and other benefits to be determined based upon the candidate's qualifications and experience.

**All applications must include:**

- Pastor Information Form (PIF) or equivalent (resume)
- Statement of Faith
- Three (3) references – names and contact information

Candidates wishing to be considered for this position must complete their application through our [online application process](#).