



Carmel  
PRESBYTERIAN  
**CHURCH**





# WHO WE ARE

## OUR PEOPLE

We are a multi-generational congregation of Christ followers with the distribution of our membership leaning toward an older generation. Our members range from long term to new. New members come from those who have recently retired, students who have grown up in the area, families who are part of the military presence on the Peninsula, and those who seek a Bible-preaching evangelical church community. One word that is often used to describe Carmel Presbyterian Church is "welcoming".

We are blessed with many mature Christians who desire to worship God, come together in fellowship and serve the church and community. They are confident in knowing that their Carmel Pres family will be there for them through the years ahead. But we want to grow young and we are looking for a senior pastor who can help us do it.

Families love to raise their children here. They are happy to find a church home where their children come to know and love Jesus, they can connect with other parents who are struggling with raising Christian children in a very secular world and all find meaning and purpose in life.



## OUR **LEGACY**

Carmel Presbyterian Church was established in 1954 and joined ECO in 2014. We have a rich legacy of welcoming fellowship, strong support of missions and a vibrant children and student ministry. When we joined ECO, our church fully embraced the traditions of Reformed, Evangelical and Egalitarian.

## OUR **HOPE**

We desire to be seen as a shining beacon of light on the hill, reflecting the love of Jesus throughout the larger community, welcoming all into worship and fellowship, and sending out our congregation to join Jesus on His mission to reach a lost and broken world.

## LED BY THE **HOLY SPIRIT**

We believe in the power of God's Holy Spirit. We seek to be empowered by Him in our daily lives. In all our worship times and in all our meetings, we are dependent upon the Holy Spirit to lead, guide and bless our ministry and mission.

Our prayer ministry, led by our deacons, is a foundational cornerstone of Carmel Pres. Everything we do, including our search for a senior pastor, is bathed in prayer.

## EQUIPPING THE SAINTS **FOR MINISTRY**

We embrace ECO's values of a "Livable Theology" to renew our minds in order to embody our faith in Jesus Christ every day. We offer many opportunities to study God's Word, with a well attended Saturday Men's Group, two Women's Bible studies, two adult Sunday school classes and a number of small groups that meet regularly. Ephesians 4 is a model for how we think about equipping the saints for ministry. We are looking for a senior pastor who shares this philosophy and approach.

## MISSION **AND** VISION

To glorify God and share His love as we **C**onnect **P**eople to **C**hrist.

## OUR **STRATEGY**



Cultivate a spirit of loving inclusion  
(GALATIANS 5:14)



Cultivate a lifestyle of glorifying God in all we are and do  
(ROMANS 12:1)



Cultivate a love for and obedience to God's Word together in community  
(JOHN 15:10-11)



Cultivate a passion to share God's love in word and deed in a beautiful but broken world  
(JOHN 3:16)

## VITAL **SIGNS**

We seek to grow into mature disciples who exhibit the following Biblical characteristics:

### **AMBASSADOR**

Representing Jesus to the world through words and deeds every day.

### **BELOVED**

Knowing and embracing our identity as children of our Heavenly Father.

### **COMPANION**

Walking together on the journey of faith.

### **SERVANT**

Embracing the life of a servant.

### **PILGRIM**

Being led by the Spirit with an eternal perspective.

## CPC MINISTRIES

We offer two styles of worship. Our music ministry includes a traditional choir at the first service and a worship team at the second service. CPC has a partnership with the Carmel Bach festival where we make our facility available for some of the events.

CPC has active ministries for Children, Middle School, High School, Men's and Women's ministries and older adults. Many have found these ministries as gateways to becoming a part of CPC.

One of the highlights of our children's ministry is Vacation Bible school. The High School ministry over the years has attracted youth from all over the Monterey Peninsula for river rafting, winter events at Hume Lake, and mission trips to Mexico. The Men's Ministry activities include retreats, BBQ for 5th Sunday Fellowship gatherings after worship and Saturday morning Men's Bible study and fellowship. The Women's Ministry is known throughout the community for their Women in the Word program. This has brought many women into fellowship and to CPC. Small groups gather for Bible study and service, and some have met for many years.



Other ministries important to the life of the church include Alpha and Financial Peace University. Alpha has been key to providing opportunities for seekers to ask questions in a non-judgmental environment, often leading to deeper conversations. We have partnership with Celebrate Recovery and Al-Anon serving our older members, Friendship Circle provides a place for fun, fellowship and good food. On occasion we travel to Mount Hermon Conference Center for musical events.

On Sunday mornings adults have the opportunity to participate in the Discovery Group and The Gathering, places and time for fellowship and studying God's Word together.



## CPC MINISTRIES MISSION SUPPORT

Carmel Presbyterian Church has a rich history of supporting local, national and global missions. We currently support 32 full-time missionaries serving on the Monterey Peninsula, California, across the US and internationally in Asia, Africa, North & South America, Europe and the Middle East. The missionaries we support fall into one or more of the following areas:

- 1. Church Planting** - CPC places emphasis on supporting missionaries and mission agencies focused on building God's kingdom via indigenous/local preachers who are devoted to church planting.
- 2. Discipleship and Training** - In support of our goal of planting churches, we believe we must be at the forefront of supporting leaders who are capable of discipling and training future leaders in the way of Jesus.
- 3. Serving Others** - We are blessed to support missionaries who serve others with their work in healthcare, education, inner-city outreach, rescue and relief, orphanages, and through the translation of the Word of God.

Carmel Presbyterian Church commits 16.5% of its annual operating budget to supporting our mission partners.



UKRAINE SEMINARY GRADUATES



HOPE UNLIMITED

## CPC MINISTRIES LOCAL OUTREACH

**Deacons** minister on behalf of the church to those who are in need, to the sick, the friendless and to any who may be in distress. Five local organizations receive monthly pledges of support: Ark in the Park, Community Partnership for Youth (CPY), Compassion Pregnancy Center, Greater Victory Temple Afterschool Program and The Village Project.

**The Yellow Brick Road Benefit Shop** was launched by CPC 30 years ago as an outreach ministry of our church. It has raised and distributed through grants and scholarships \$7.2 million to Monterey County's neediest citizens. YBR grants scholarships to dedicated young Christian believers in need of help to continue their education. In 2023 YBR Scholarship Grants totaling \$89,000 were given to 32 high school graduating seniors and continuing college students.

**The CPC Legacy Fund** provides financial support to our church's ministries and tuition support for our staff who are pursuing theological degrees.





## CHURCH BY THE NUMBERS

### STAFF

5 Full Time  
9 Part Time  
2 Interns

### COVENANT PARTNERS

296

### ATTENDANCE (WEEKLY AVG)

In person 260  
Video views 175

### ANNUAL BUDGET

\$2.0m

### TWO MANSES

(1) Renovations near Completion  
(2) Renovations not started



## CHURCH HISTORY

### JANUARY 1954

Founded with 70 members

### 1965

Legacy Fund Initiated

### 1984

First Manse purchased

### 1988

Yellow Brick Road Benefit Shop Opens

### 2001

Second Manse Purchased

### 2014

Extensive Facility Renovation of Offices, Sanctuary,  
Fellowship Hall

Changed denominational affiliation  
from PC USA to ECO

### PRESENT

We have tried to face the difficult issues in our recent past by reaching out to our denomination to seek assistance. We engaged a consultant from ECO who developed a plan to address how our leadership can work together as a team. We also worked with our consultant to develop an action plan to realign our ministry responsibilities. This plan is now in place and we look forward to calling a senior pastor who will work with us to complete the work ahead.



# WHERE WE ARE CHURCH SURVEY

Carmel Presbyterian Church recently conducted a Church Health Survey to assess how well we are doing as a church as well as where we need to improve as a congregation.

**The following are areas of our church ministry where survey respondents rated CPC most highly.** We are looking for a senior pastor who can help us leverage these strengths.

## WORSHIP

Our congregants are inspired by our worship services and believe our sermons are Biblical and helpful in everyday life as well as draw people to our church.

## LEARNING

CPC's learning environment has made a significant difference in people's lives. Their knowledge of the Bible is growing and they appreciate that our church is biblically based.

## FINANCES

CPC's finances are well managed. Our church's leaders provide meaningful information to the supporters of our church. A large percentage of our covenant partners support the church financially.

## BUILDING

People assessed our church facilities as welcoming, appealing and visible to the community we serve because of the quality of its construction and location in the village of Carmel.

**The following are areas of our church ministry where we need to improve.** We are looking for a senior pastor to help us address these growth opportunities.

## LEADERSHIP

Respondents to the survey felt the following aspects of leadership need improvement : communication, conflict resolution, dealing with change and building more trust.

## VISION

Survey participants said our vision lacks clarity. We need to do a better job of explaining the goals we are trying to reach and connecting people to our vision.

## CONNECTION

Our members believe we need to put more emphasis on spiritual formation and a higher priority should be placed on congregational care.



## THE COMMUNITY **WE SERVE**

Carmel, the Monterey Peninsula and the surrounding area is a spectacularly beautiful area, from the churning Pacific Ocean's rocky coastline to the dramatic mountains of the Ventana Wilderness, and from Carmel's famous beach and the Monterey Bay Sanctuary to the fertile fields of the Salinas Valley (known as the Salad Bowl of the world).

In addition to the physical beauty of the area, Carmel and the Monterey Peninsula offer a vast array of cultural events, colleges and universities, and fine dining. The city of Carmel-by-the-Sea is a picturesque one-square mile village and is an artist's paradise with many art and photography galleries. Carmel Presbyterian Church is located in the village just blocks from Carmel beach.

Carmel's Sunset Center offers a vast selection of more than fifty classical music events each year, including the Monterey Symphony, the Bach Festival, Carmel Music Society, and Chamber Music Monterey. The Forest Theatre in Carmel, built in 1910, is the oldest outdoor theatre in the US.





# THE COMMUNITY WE SERVE

Within a 20 minute drive of Carmel there are several two-year colleges, two universities and two graduate schools – the Naval Post Graduate School and The Middlebury Institute of International Studies at Monterey.

The Monterey Bay National Marine Sanctuary is one of our nation's most spectacular marine protected areas offering some of the best wildlife viewing in the world. This "Serengeti of the Sea" stretches along the central coast from San Francisco south to Cambria. The Monterey Bay Aquarium with over 200 exhibits and 80,000 plants and animals is a window to the wonders of the ocean.

Located just south of Carmel, Big Sur is a rugged and mountainous section of the Central Coast, where the Santa Lucia Mountains rise abruptly from the Pacific Ocean. Big Sur has been called the "longest and most scenic stretch of undeveloped coastline in the contiguous United States", and "one of the most beautiful coastlines anywhere in the world, an isolated stretch of road, mythic in reputation". (*UCLA Journal of Environmental Policy*, Aug 2016 and *Washington Times*, July 2006)





# DEMOGRAPHIC INDICATORS OF THE GEOGRAPHIC AREA WE SERVE

1	<b>POPULATION CHANGE</b> In the next 10 years, how is this area expected to change?	SIGNIFICANT DECLINE	MODERATE DECLINE	LITTLE CHANGE	MODERATE GROWTH	SIGNIFICANT GROWTH
2	<b>HOUSEHOLD CHANGE</b> In the next 10 years, how are the number of households in this area expected to change?	SIGNIFICANT DECLINE	MODERATE DECLINE	LITTLE CHANGE	MODERATE GROWTH	SIGNIFICANT GROWTH
3	<b>FAMILIES WITH CHILDREN</b> Compared to the state of California, are families with children more or less likely to live in two parent households?	SIGNIFICANTLY LESS	SOMEWHAT LESS	ABOUT THE SAME	SOMEWHAT MORE	SIGNIFICANTLY MORE
4	<b>ADULT EDUCATION</b> For this area, what is the general level of education of the adults 25 and older?	VERY LOW	LOW	MIXED	HIGH	VERY HIGH
5	<b>COMMUNITY DIVERSITY</b> How diverse is the racial/ethnic mix of this area?	VERY HOMOGENEOUS	HOMOGENEOUS	MODERATELY DIVERSE	VERY DIVERSE	EXTREMELY DIVERSE
6	<b>MEDIAN FAMILY INCOME</b> How does the median family income compare to the state of California for this area?	SIGNIFICANTLY LESS	SOMEWHAT LESS	ABOUT THE SAME	SOMEWHAT GREATER	SIGNIFICANTLY ABOVE
7	<b>POVERTY</b> Compared to California, are the numbers of families in poverty above or below the state average?	SIGNIFICANT BELOW	SOMEWHAT BELOW	ABOUT THE SAME	SOMEWHAT ABOVE	SIGNIFICANTLY ABOVE
8	<b>BLUE TO WHITE COLLAR</b> On a continuum between blue collar and white collar occupations, where does this area fall?	VERY BLUE COLLAR	SOMEWHAT BLUE	CLOSELY SPLIT	SOMEWHAT WHITE	VERY WHITE COLLAR
9	<b>LARGEST RACIAL/ETHNIC GROUP</b> In this area, which racial/ethnic group is the largest percentage of the population?	ASIAN (NH)	BLACK/AFRICAN AMERICAN (NH)	WHITE (NH)	HISPANIC OR LATINO	PACIFIC ISLANDER/OTHER

Source: Full Insite Report. Complete report available upon request



## JOB DESCRIPTION

## SENIOR PASTOR HEAD OF STAFF

CARMEL PRESBYTERIAN CHURCH, CARMEL-BY-THE-SEA, CA

## OUR MISSION

We glorify God and share His love as we Connect People to Christ.

## CURRENT CHURCH BACKGROUND

Carmel Presbyterian Church (CPC) is seeking a full-time Senior Pastor. We are currently under the leadership of a transitional pastor who has been working with Session, the staff, and the congregation since February 2023 to help us review and renew our commitment to our mission, develop a framework for our culture and practices to accomplish our mission, and to lay the foundation for a successful transition to the new permanent Senior Pastor. CPC has been a consistent witness to the Gospel for almost 70 years. Much of our congregation is 55 or older, yet we would like to grow younger, and have historically had an exceptionally strong youth program. We are passionate about the great commission and dedicate approximately 16% of our funding towards missions. We hold two worship services – a traditional and a contemporary – and are known for our warm community of faith.

## SENIOR PASTOR PROFILE

The Senior Pastor will lead the congregation to fulfill our mission through strong Biblical preaching, creating a culture of worship and love for the Lord and for each other. The pastor will do likewise in supervising and empowering the staff creating a family-like culture focused on glorifying God. The pastor will work with Session in discipling elders, seeking the Lord's will for CPC, and in establishing and guiding our church efforts to fulfill our mission. The new Senior Pastor will exemplify a deep faith, a compassionate, warm, and joyful demeanor, and strong communication skills both written and verbal.

## ACCOUNTABILITY

The Senior Pastor will be accountable to the Session of CPC, the Personnel Committee, and to Bluewater ECO Presbytery. The role and responsibilities of the pastor may be further refined from time to time as indicated by the needs of the church and by the mutual agreement of the Senior Pastor and the Personnel Committee, with the approval from the Session.



## RESPONSIBILITIES

### PREACHING

- Preach strong, inspiring, biblically based and referenced messages that proclaim the gospel, help believers to grow in their understanding of the Bible and are accessible to nonbelievers.
- Preach on approximately 75% of the Sundays and schedule opportunities for staff, gifted lay leaders, and guest preachers for the remaining Sundays.

### STAFF

- Work closely and warmly with staff to create a unified team working to fulfill our mission.
- Plan and oversee staff meetings, prayer, worship, retreats, and other appropriate staff activities.
- Lead Staff in designing and implementing church-wide activities such as education classes, volunteer opportunities, and outreach events in support of our mission.
- Work closely with appropriate staff to report to Session or various committees regarding the day-to-day operations and ministries of the church.
- Supervise and evaluate the following:
  - Assistant Pastor
  - Minister of Worship
  - Church Administrator
  - Director of Student Ministries

### SESSION

- Moderate Session meetings in accordance with ECO polity and CPC bylaws
- Supervise new elder training.
- Work with the Clerk of Session to design Session meetings with a focus on worship and training to carry out elder functions.
- Guide Session in developing vision and strategy for various ministry areas

### SHEPHERD

- Lovingly guide the Session, staff, and congregation, equipping them to carry out the ministry of CPC.

### FELLOWSHIP

- Be a warm, personal presence that builds community through deep listening, compassion, and grace with the congregation, staff, and Session.
- Regularly participate in fellowship activities both at church and in congregants' homes.



## COMMUNICATION

- Frequently communicate with the congregation through multiple channels, as well as with the staff and Session.

## CHARACTER AND PERSONAL QUALITIES

- Deep faith: Commitment to personal growth and spiritual formation. Guides actions and decisions through prayer and Bible study.
- Intergenerational sensitivity: Awareness of the needs across generations, especially differing preferences for worship style and the needs of singles, couples, and families.
- Positive spirit: Demonstrates a spirit of hope and anticipation of a flourishing church.
- Organized: Is able to manage multiple tasks, meetings, sermon deadlines, and communications, in an effective and efficient manner.
- Excellent communicator: Communicates clearly and articulately both in writing and verbally.

## EXPECTED COMPETENCIES, EXPERIENCE, AND MINISTRY SKILLS

- Master of Divinity degree
- Leadership in a church with similar staffing size and congregational size
- Vibrant and maturing faith
- Strong organization, administrative, communication (oral and written), and interpersonal skills
- Demonstrated preaching skills
- Demonstrated ability to cultivate a culture of unity with staff, Session, and the congregation
- Peacemaker or other conflict resolution training
- Theological alignment with ECO tenets, polity, governance, and best practices

## CONTACT INFORMATION

[pastorsearch@carmelpres.org](mailto:pastorsearch@carmelpres.org)



831.624.3878



[CARMELPRES.ORG](http://CARMELPRES.ORG)



[INFO@CARMELPRES.ORG](mailto:INFO@CARMELPRES.ORG)



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