

**GENERAL INFORMATION****Church Name:** Cedar Grove Community Church**Date:** 5/18**Church website:** <http://cedargrove.org>**Submitted by:** Todd Clark**HISTORY**

Cedar Grove Community Church is a non-denominational church located in Livermore, California. Founded in 1946 as First Baptist Church of Livermore (North American Baptist Association), CGCC has a heart for making disciples of Jesus while being fully engaged with our local community.

In 1946, the pleasant farming community of

Livermore boasted a population of 3900 and a small group of Christians answered God's call to plant a church. From the very beginning the focus of Cedar Grove has been to reach, teach and release disciples of Jesus.

The church has gathered at our current location since 1968. Nestled in a neighborhood behind a large lawn and majestic trees we deeply desire to bless our community. We continue to serve alongside other local ministries as we strive to reflect Christ and share the hope we have in Jesus.

Originally planted as First Baptist Church, in 1981 we removed affiliation with American Baptist Convention becoming a non-denominational body and in 1995 changed our name to Cedar Grove Community Church.



CURRENT STATUS



Cedar Grove Community Church is seeking a lead pastor to take the church into a new and fruitful season of ministry. From the moment you walk on the campus, CGCC feels like a family where everyone is valued and accepted.

Cedar Grove wants to export this care and acceptance into the lives of thousands who live around the church who feel stressed, hopeless and unaccepted.

Cedar Grove CC sits in a prime and historic location in Livermore, California. The campus is well kept and compelling to guests.

CGCC's desire is to bring God glory. God is glorified through Cedar Grove people and ministries in the following four ways.

**WORSHIP**

Worship is more than singing. It is the position of our heart to be bent toward God in attitude and action. As disciples of Jesus we deeply desire to know God through the Scriptures and to apply that knowledge to life. Evidence of a disciple of Jesus is that we are striving to worship Him in all that we do: work, play, conversations with others, conversations with Him, singing, and listening. Disciples of Jesus worship God, always. Luke 10:27a | Matthew 22:37

**COMMUNITY**

Community is about Jesus' disciples living, serving and growing in grace and truth together. We seek healing for the wounded, justice for oppressed, and food for the hungry. When conflicts arise, we seek to restore relationships, forgiving and seeking forgiveness. We strive to be truthful, gracious, loving and generous as Christ. We realize that we have been forgiven much, and we in turn are called to forgive as well. Disciples of Jesus engage in healthy community. Luke 10:27b | Matthew 22:39

**MISSION**

Missional living reflects Christ in both words and actions that invite people to become followers of Jesus. We seek to connect our story to God's story that we might impact other's stories. We are committed to clearly share the hope that we have in Christ to our families, our city and the world. Disciples of Jesus live missionally. Matthew 28:19 | Matthew 28:19

**FREEDOM**

True freedom is found in the Gospel of Jesus. As His disciples, we are freed from the penalty of sin and are being transformed into the image of God. The freedom to please God is a gift of grace so that we can live free for the benefit of others. Jesus' work on the cross set us free to express our love for God and people. Disciples of Jesus live free. Micah 6:8 | Galatians 5:1

Nestled behind the large front lawn, palms and cedars, you will find the CGCC church building. But the building is not the church – the people are – people of all ages that truly consider this a family.



When you enter a weekend service at CGCC you see a multi-generational gathering of people wearing casual attire and extending you a warm welcome. The worship and message are both very authentic and Bible-based, and taught in a manner that makes God's Word applicable to our daily lives (Monday through Saturday), and not just for Sundays.

The current yearly budget at CGCC is \$1,089,900. And there are currently 11 full time / part time staff members serving at CGCC.



VISION / MISSION

VISION: “What are we becoming?”

CGCC exists to glorify God as we live out our unique call as a Christ-centered family of faith to worship, seek justice and reflect the freedom and restoration power of Jesus to Livermore, the Tri-Valley area and across the globe.

MISSION: “How are we accomplishing our vision?”

CGCC is reaching, teaching, and releasing disciples of Jesus.
Reach to know Christ, Teach to grow in Christ, Release to show Christ

WE BELIEVE



ABOUT THE BIBLE

We believe in the Bible as God’s Word, inspired by the Holy Spirit and inerrant and authoritative for all of life. God’s Word is complete in the 66 books of the Old and New Testaments.

ABOUT GOD

We believe in one God, existing eternally in three persons: Father, Son, and Holy Spirit.

ABOUT JESUS CHRIST

We believe in Jesus Christ, born of the virgin whose name was Mary. The Lord Jesus Christ died for our sins, according to the Scriptures. He rose bodily from the dead. We believe that all who trust only Jesus for forgiveness of sin are reborn and permanently indwelt by His Holy Spirit. Such people are called to submit to Jesus Christ and to be His true disciples and witnesses.



ABOUT THE HOLY SPIRIT

We believe the Holy Spirit is the teacher, encourager, and enabler of every believer. We serve using spiritual gifts that the Holy Spirit provides for strengthening others.

ABOUT MAN

We believe man is a unique creation by God. Man sinned by choice and brought upon himself both physical death and spiritual death, which is separation from God. All people are born with this sinful nature.

ABOUT SALVATION

Salvation comes to man only by grace through faith in Jesus Christ, apart from any human merit. Salvation is a free gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ whose precious blood was shed for the forgiveness of our sins. Every believer's salvation is secure, being kept by the power of God.

ABOUT THE CHURCH

We believe the church is comprised of believers in Jesus Christ. He is the head of the church. The local expression of the church is directed by elders.

ABOUT THE ORDINANCES

We believe Jesus directed the church to practice two ordinances: baptism and communion (the Lord's Supper). Baptism is by immersion in water and testifies of one's faith in Jesus Christ as Savior. Communion declares Jesus' sacrifice for sin and dramatically reminds us of our union with Him and other believers. These ordinances are acts of obedience and do not accomplish our salvation.

ABOUT THE SECOND COMING OF JESUS CHRIST

We believe in the bodily ascension into heaven of the Lord Jesus Christ and in His visible, personal, imminent return to the earth when he will bring all things under His perfect will.

ABOUT THE ETERNAL STATE

We believe in the bodily resurrection of all men; the believer in Christ to everlasting blessedness in the presence of God, the unbeliever to everlasting punishment, separated from God.

**LOCATION / DEMOGRAPHIC**

Livermore's culture is a cross section of farming, wine growing and ranching traditions that have existed in the valley for a century. Livermore is also a cross section of blue and white-collar residents. Many people are employed at the Lawrence Livermore National Laboratory and other work sites in the high-tech industries within the Bay Area.

The downtown area or central district has several movie theaters, a community theater, and space for open-air concerts. The South Livermore district, including areas of unincorporated land, has over 40 wineries.

Estimated median household income in 2015: \$111,625

Estimated median house or condo value in 2015: \$681,100

Median resident age: 40.9

Population in 2016: 89,118

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CHURCH CULTURE / STYLE



Cedar Grove Community Church is a Christ-centered family church. As disciples of Jesus CGCC is a family of families seeking to be inter-generational as together they reach to know Jesus, teach to grow in Jesus, and release to show Jesus.

With the Bible as their guide, each age is growing in application and understanding of living with Jesus in our fractured world.

Cedar Grove is committed to reaching, teaching, and releasing disciples of Jesus who love God with every aspect of their being and are compelled to love our neighbors the same way.

CGCC has four “we value” statements ...

WE VALUE WORSHIP

Worship - it is about honoring God and declaring his value – his worth. We worship when we sing, when we pray, when we open God's word and even when we engage with others as we bring Jesus into those moments and allow His spirit and His word to guide us.

WE VALUE COMMUNITY

With Jesus as the center of our community, our love for God better equips and changes us so that we can grow in our ability to love one another. We are not perfect, but we know that in our relationship with Jesus we are being transformed into His image.

WE VALUE MISSION

In Luke 10 Jesus clarified who the man's neighbor was by describing the victim of a robbery and beating. The Samaritan made significant sacrifice in order to care for the one forgotten, ignored, and hurting. Our mission is to continue with the work that Jesus started and love our neighbors.

WE VALUE FREEDOM

As disciples of Jesus we live free in grace and peace because Jesus died on the cross for our sins and freed us from the penalty. In the culture of the day, the Samaritan was an outcast, not entitled to be God's people, yet Jesus looks at the heart not at how we keep the rules. We seek to act justly, love mercy, and walk humbly with our God. (Micah 6:8)

LEADERSHIP

There are 14 elders. 6 are chosen to serve on the Governing Board for a 3-year term. The Lead Pastor is the 7th Governing Board elder and does not serve a term. GB elders may serve two terms consecutively. Elder qualifications at CGCC are outlined in the following scriptures.

1 Timothy 3:1-7 - *Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. ² Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, ³ not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. ⁴ He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full^[a] respect. ⁵ (If anyone does not know how to manage his own family, how can he take care of God's church?) ⁶ He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. ⁷ He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.*

Titus 1:5-9 - *⁵ This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you— ⁶ if anyone is above reproach, the husband of one wife,^[a] and his children are believers^[b] and not open to the charge of debauchery or insubordination. ⁷ For an overseer,^[c] as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, ⁸ but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. ⁹ He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound^[d] doctrine and also to rebuke those who contradict it.*

**CHALLENGE**

The sky is the limit, but there are also several unique challenges at Cedar Grove Community Church.

First, the next lead pastor will need to have a healthy risk tolerance as the church seeks to become more externally focused in reaching Livermore and other surrounding cities.

Second, creating or collaborating to create the processes and systems that will grow CGCC spiritually and numerically. There is a sense of comfort and complacency in some people and this is going to require a leader with the vision and the experience to love and lead people towards a new and compelling vision that reaches into the community.

Third, there is a challenge at CGCC as to how to maintain the church family feel in a way that still promotes growth. There are 300 people who attend CGCC weekly and roughly 600 who call CGCC “home” and though not everyone knows everyone, many people feel a family connection with the congregation. This family feel is a good thing; the challenge is how to foster this connection while growing to reach new families.

The person seeking this role should have a pastor’s heart. The lead pastor should be excited and able to stand on a stage and preach and lead also simultaneously empowering others to lead and get their hands dirty sharing in the missional ministry initiatives of the church and in the lives of people.

The leadership of Cedar Grove Community Church is excited and optimistic about the future. They believe the best days are yet to come at CGCC!

OPPORTUNITY



The opportunity at CGCC is truly unique.

It will present the right person with the opportunity to ...

- Lead with a great staff and elder team that is hard working and ready to take ground for the Kingdom.
- Join a very generous church that has financial dexterity.
- Teach and disciple a congregation that is hungry and desiring to grow.
- Partner with experienced leaders full of wisdom and passion who are making a difference in Livermore and surrounding Bay Area cities.
- Live, love, lead and grow a family in the beautiful Bay Area of California.

**POSITION PROFILE**

Full-time Staff Position: Lead Pastor, CGCC. Flexible (FT) 5 days per week with two days off, 40+ hours/week.

Purpose of Position:

To work in conjunction with the church board to promote and administer the total program of Cedar Grove Community Church. He will work closely with the church board and all ministry teams to achieve our collective desired results.

To provide vision, direction and oversee all “paid ministerial staff” and empower the executive pastor to provide organization and day to day supervision of church staff, including the office operations and church secretary.

Qualifications:

- Experience leading and building a team with multiple employees.
- Called of God and set apart to the ministry of the Gospel and service to CGCC as a Shepherd, Evangelist, Preacher/Teacher, Equipper, and Overseer. A mature Christian man with strong family relationships.
- A man who meets the Biblical qualifications for eldership.
- Believes and practices the power of prayer and is passionate about creating a congregational culture of prayer.
- Full agreement with CGCC’s Vision and Mission Statements as well as the Statement of Faith.
- At least 5-7 years of experience in a senior or executive staff role with oversight of teams in a local church.
- A passion for evangelism with the personal gifts and skills necessary for evangelizing and equipping others to follow his lead. Sharing freely with others God’s Will “that all should come to a knowledge of Him.”
- A Master’s Degree is preferred.
- The ability to teach and inspire others to follow Christ faithfully and to grow in their faith continually.
- Experience working with a multi-generational congregation.



Primary Responsibilities

- **Vision.** Develop and deploy a new and compelling vision that reaches in to the community.
- **Leading the staff.**
- **Preaching.** Fulfill all aspects of the preaching ministry, coordinating the scheduling of associate pastors, missionaries, or outside speakers. The lead pastor is expected to devote adequate time and research in providing Biblically sound sermons.
- **Overseeing.** Responsible for the overall vision and all ministries of the church. Leads pastoral efforts such as, but not limited to: Teaching, Biblical Counseling (Marriage, Family, and Personal), Hospital Calling, Weddings, and Funerals.
- **Evangelism.** To work with the elders to ensure there is an adequate evangelistic passion from the congregation.
- **Discipleship.** To promote vibrant discipleship throughout our congregation.
- **Shepherding.** To work with the elders to provide an effective shepherding plan that will adequately care for the flock and encourage their spiritual growth.

Days Off:

The lead pastor will be encouraged to take two days off per week. These will be set days; however, they may be altered due to schedule conflicts.

Paid Time Off:

Initially, three weeks per year with pay.

Continuing Education:

We encourage the lead pastor to pursue continuous development via conferences or seminars. These should be budgeted and approved by the elders. Expenses will be covered as agreed upon.

Supervision:

The lead pastor is a member of and reports to the board of elders.

Compensation Package:

A competitive compensation and benefits package will be offered to the right person for this lead pastor role.

Sabbatical Policy:

A sabbatical is allowed for pastors and staff after certain number of years of service.



NEXT STEPS

To find out additional information, please take time to peruse the church's website at <http://cedargrove.org> to learn more about their doctrinal beliefs, mission, vision and values, and other ministries of the church.

If after prayerfully reviewing this information, you sense this role and church culture could be a good fit for you, please contact Todd Clark at Slingshot Group via email.

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