



# Job Profile

This is a concise version of the search profile with confidential organization information removed. This part of the Search Profile is shared with candidates and meant to be an engaging yet thorough description of the organization, the role, and its geographic location.



## The Position

<b>Organization</b>	South Mountain Community Church
<b>Title</b>	Lead Pastor
<b>Location</b>	Draper, Utah
<b>Weekly Attendance</b>	3,000
<b>Denomination/Affiliation</b>	Non-denominational
<b>Website</b>	<a href="http://www.smccutah.org">www.smccutah.org</a>

## Meet South Mountain Community Church

*(As stated by SMCC)*

In March 1998 Paul and Jini Robie moved with their two boys, Benjamin and Evan, to plant a church in Draper, Utah. At that time the city of Draper had a population of approximately 28,000, and yet, no Protestant churches. The Robies began by starting a Bible study in their home. By October 1998, they had two home groups, and had gathered a core group of 14 adults including Mike Bell (Youth and Music Pastor) and his wife, Joani, from Seattle. This small but enthusiastic group decided that it was time to meet on Sundays, so meeting space (2,000 square feet in an office complex) was leased and built out and they had 45 people at their first church service.

That meeting space (9th E. in Draper) was soon outgrown and the church moved to an 8,000 square foot warehouse space, also in Draper. As the congregation grew it was necessary to expand two more times to the adjoining units (15,000 more square feet)

In 2003, SMCC became a “parent” of a daughter church, Shadow Mountain Church in West Jordan, which has since become the SMCC International campus (Spanish speaking).

In 2005, a decision was made to open a new campus in the Daybreak Community on the west side of the Salt Lake Valley. A core of SMCC members from the Draper Campus, led by Michael and



Rachel Trostrud, who lived in the Daybreak area, embraced the mission and committed themselves to be a part of this new adventure. Easter of 2006 was launch day and services officially began at the Daybreak Community Center. Since then, they have enjoyed healthy and steady growth. It continues to grow and impact the Southwest Salt Lake valley with the Gospel.

In the spring of 2008 Pastor Paul invited Pastor Tom Mertz and The Springs Church in St. George, Utah, to become a campus of SMCC, and what had previously been a loose alliance between the two churches soon became a formal relationship. In January of 2009 The Springs Church officially became SMCC St George Campus. The St. George Campus has grown rapidly since then, to the point that in 2015 they broke ground on a new 20,000 square foot. facility.

In 2012, the SMCC Draper Campus moved into its own 42,000 square foot facility. This beautiful facility is a significant statement to the greater Salt Lake community that Biblical Christianity is alive and well in Utah. It is also a meeting place for extra-large events for the area churches to come together. The Draper campus also houses the Campus Support Team for SMCC. Along with Paul Robie, this is the staff who lead and support the SMCC campuses.

In the fall of 2015 we launched our 5th campus in Lehi, Utah. Pastor Eric Nelson, along with approximately 200 people from the Draper campus, is leading the new adventure of faith as they reach out to their family and friends in a location nearer to their homes. They meet in a beautiful warehouse facility in the heart of northern Utah County.

In 2018, SMCC built an 11,000 square foot permanent facility for our South Jordan campus. This campus continues to grow and thrive as it reaches the booming Daybreak, Herriman, and Riverton area.

The SMCC church family is constantly growing, regularly averaging 3,000 in regular attendance across five campuses, and experiencing real and meaningful life-change (over 1,500 baptisms).

We are careful to thank God for His goodness and generous grace on us as a church.

## **Mission, Vision and Values**

*(As stated by SMCC)*

**Our Mission:** We exist to help as many people as possible take their next step toward becoming Fully Devoted and Fully Delighted followers of Jesus Christ.



Our vision (preferred future) isn't about the size of our ministry or any particular accomplishment. Instead, we envision SMCC as a particular kind of church; a healthy church with a specific kind of culture. We are committed to being a church where:

- The fully engaged attenders value and serve the guest.
- Everyone can belong before they believe.
- Maturity is measured by how well we love God and others.
- We trust the process in which God changes us from the inside out.
- The truth of the Bible is explained in a helpful and hopeful way.

### Beliefs (As stated by SMCC)

- We believe the Bible to be inspired and infallible, and as such, the supreme authority in faith and life.
- We believe that there is one God, eternally existing in three persons - Father, Son (Jesus Christ) and Holy Spirit.
- We believe that Jesus Christ, by offering Himself on the cross, paid the penalty of man's sin, and all who receive Him by faith are born of the Holy Spirit and thereby become children of God.
- We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
- We believe in the resurrection of both the saved and the lost - those that are saved to the resurrection of eternal life and those that are lost to the resurrection of condemnation and eternal separation from God.
- We believe in the spiritual unity of all believers in our Lord Jesus Christ, as He is understood from the Bible alone, regardless of denomination affiliation.
- We believe that baptism is an outward sign of an inward reality demonstrating that a person has a new life in Jesus Christ and the recognition of the living presence of the Holy Spirit.
- We believe that our purpose for living is to glorify God by enjoying Him forever.



## What it's like to live the greater Salt Lake City Area

Draper, Utah is a suburban community located in the southern end of the Salt Lake Valley approximately 20 minutes (drive time) south of downtown Salt Lake City (SLC). This proximity to SLC gives residents easy access to all the amenities of a major urban center such as museums, concert halls, professional sports venues, restaurants, parks, and high-end retail shopping. Situated on the southeastern end of the Salt Lake Valley places Draper literally in the shadows of the Wasatch mountains. These mountains are the western edge of the Rockies and give residents immediate access to massive acreage for outdoor activities such as hiking, mountain biking, camping, skiing, hunting and fishing. The world-renowned ski resorts of Alta, Snowbird, Brighton, Solitude, Park City Mountain Resort, and Deer Valley are all within a 15 - 45 minute drive. This easy access to a major urban center coupled with fabulous outdoor recreation makes Draper a highly desirable location.

Draper itself is a typical suburban town consisting predominantly of single-family home neighborhoods, shopping areas, restaurants, business parks, and community parks. The healthcare, information technology, and mining industries serve as the dominant employers for Draper residents. Companies such as Intermountain Healthcare, Ebay, Amazon, Adobe, Cisco, and Rio Tinto (Kennecott Copper Mine) sustain major operations in the local area. The local school districts consistently rank among the top school districts in Utah.

Draper, Utah is a unique, close-knit, and ever-growing community that is fully equipped with great views of the mountains. There are beautiful lush green parks in the area for biking, hiking, and other outdoor activities. The area offers its residents various shopping and dining options and fun entertainment at the local amphitheater close by. Whether it's exploring nature at Draper City Park or visiting the Cowabunga Bay Water Park, there are several fun things to do here.

Salt Lake City gives locals the ability to have direct access to bigger city amenities such as a diverse music and arts scene, charming coffee shops, and a wide variety of museums. Living in this region



allows people to experience all four seasons throughout the year. Overall, this quiet and well-kept area is a great place to visit and call home.

## Reporting Relationships

Reports to: The Elder Board in an “Elder Protected, Pastor Led” governance model.

Supervises: The Executive Pastor of Ministry and the Executive Director of Operations

Relates to: Campus pastors, staff, congregation and community of South Mountain Community Church

## About the Lead Pastor

The Lead Pastor will be the directional leader of South Mountain Community Church, leading the way to advance the mission and vision that God has given us. The ideal candidate will be a gifted communicator and leader who has a vibrant relationship with Jesus Christ, who is passionate about the Gospel, and who lives out his Christian faith with integrity in all areas of life.

## Responsibilities and Expectations

The effective Lead Pastor will be expected to assume the following responsibilities during the first 12 months of work:

- Regularly preach and teach the Word of God simultaneously inspiring and challenging the congregation with its truth and grace.
- Develop and lead the Teaching team at SMCC
- Provide spiritual and directional leadership to South Mountain Community Church generally, and to the Elder Team and Staff specifically.
- Generally adhere to and own the campus strategy (aka “The SMCC Way”) to build and increase growth, engagement, and giving



- Expand SMCC's geographic footprint through campus planting and/or partner church relationships
- Demonstrate the ability to cast vision and communicate it clearly to the church staff and the church as a whole
- Demonstrates creative and visionary leadership developing a strong ministry team.
- Exceptional skills in written and oral communication.
- Oversee ministries of the church and cultivate as needed to ensure alignment with the church vision and provide intentional discipleship to the congregation

## Candidate Profile: What you bring

The following describes many of the characteristics of the ideal candidate for the Lead Pastor:

### Education & Experience

- 10+ years of pastoral experience in a local church with 5+ years in Senior Leadership supervising ministry leaders; ie. functioning as a "leader of leaders" is required
- M.Div required (D.Min preferred)
- Multi-site experience is highly preferred
- At least 3 years experience pastoring, ministering, or evangelizing in a location where the local culture is dominated by a different religion is required. Having this experience with the Church of Jesus Christ of Latter-Day Saints (Mormons) is preferred.

### Personal Characteristics

- Is a personable and approachable leader.
- Possesses self-awareness and has a high Emotional IQ
- Has a compassionate and servant-hearted attitude.
- Understands team building and is able to mentor and equip others.
- Aligns with SMCC's Statement of Faith, Doctrinal Statements and the "SMCC Way"
- Has a good work ethic and is passionate about God and serving others.
- Possesses integrity in his personal and professional life - is honest and trustworthy



- Demonstrates a desire to continuously learn and serve others.
- Leads with confidence but is also a team player and loves the collaborative approach.
- Consistently fans the flame of passion for Christ through prayer, worship, and devotion to scripture
- Steadfast love for the local church and faithfully ministers to the flock with wisdom, grace, and truth
- Has a heart for and experience with reaching the unchurched and de-churched in a post-Christian context.
- Exhibits personal character traits conducive to building a healthy staff culture free from abusive, dishonest, disingenuous, or arrogant behavior among staff
- Ability to resolve staff conflicts in ways that preserve healthy staff relationships while maximizing organizational effectiveness
- Refrains from engaging in acts of hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy in all facets of life; but especially within the church (Galatians 5:20-21)
- Personal character dominated by the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control (Galatians 5:22-23)
- Shows a love for others that is sincere and indicative of the love described in Romans 12:9-21
- Possesses the character traits of an Elder/Overseer as defined in Titus 1:6-9 and 1 Timothy 3:2-7
- Values continuous emotional and spiritual growth and surrounds themselves with trusted counselors/mentors to support personal growth





For more information, contact:

Jay Mitchell

Senior Executive Search Consultant

Vanderbloemen

3737 Buffalo Speedway, Suite 500

Houston, Texas 77098

713-300-9665 - office

[jay@vanderbloemen.com](mailto:jay@vanderbloemen.com)