



CHURCH & PASTOR PROFILE

*Prepared by the Pastoral Search Committee
February 2021*

Introduction

*McLean Presbyterian Church is a 2,000-member church in McLean, Virginia, that is part of the Presbyterian Church in America. We are a community of believers committed to grace-filled worship, to sharing the love shown to us in Christ in our fellowship and care for one another, to intentional discipleship and growth in the Word, and to missions locally and throughout the world. McLean Presbyterian recently opened a second site (**Capital Presbyterian Fairfax**). As described under the Facilities Section, we use the umbrella term “**Capital Pres Family**” to describe all of our current and future sites and ministry activities.*

What We Believe

WE DO NOT EXIST FOR OURSELVES, BUT FOR THE GLORY OF GOD.

We embrace the Bible's truths: the deity of Christ, the virgin birth, Christ's substitutionary atonement, his resurrection, and his second coming. We believe the Bible speaks with great clarity on all things necessary for God's glory and our salvation, faith, and life.

THE BIBLE IS TRUE

In the Bible's perfect pages, God tells us all we need to know for this life and the life to come. The Bible has authority over all we do.

GOD IS TRIUNE

God has existed for all eternity as one being and three persons. God is relational and loving in his very nature and he chose to share that relationship and love with his creation.

HUMANITY EXISTS IN HIS IMAGE

Humanity was created by God – in his image – to be in relationship with him. Every person is of great value, possesses great dignity, and is worthy of great respect.

ETERNITY IS REAL

God made every person who has ever lived with a soul that will never die. We will all live on forever: either in relationship with God (heaven) or separated from him (hell).

SIN HAS CONSEQUENCES

Sin is the rejection of relationship with God. Sin destroys our relationship with God, is offensive to him, and is counterproductive to our own joy.

JESUS RESTORES OUR SOULS

Jesus came to restore our relationship with God. Being fully God and fully human, he became our substitute: living the perfect life we couldn't live, dying on the cross to pay the punishment our sin deserves, then rising again to conquer death.

SALVATION IS THROUGH FAITH ALONE, BY GRACE ALONE

There is absolutely nothing we can do to restore our relationship with God. Salvation can only come through Jesus. Faith is the act of receiving this free gift, trusting that God reaches out in his love and sovereign grace and draws us back into relationship through his son.

THE HOLY SPIRIT GUIDES US

God sends the Holy Spirit to dwell in our hearts, leading us into truth and giving us strength to follow Jesus.

THE CHURCH IS GOD'S COMMUNITY

We walk, not only with God, but also with other believers, loving one another well and working together to see God's purposes for humanity fulfilled here on earth.

JESUS WILL RETURN TO RESTORE CREATION

Jesus will return, bodily and visibly, to complete his promise to make all things new when he comes again, judging all humankind and receiving his people unto himself.

Read our full belief statement at mcleanpres.org/beliefs

Our Distinctions

REFORMED

We believe in the comprehensive Lordship of God over all of life: creation, providence, and salvation are all initiated and consummated by the Lord.

COVENANTAL

God has initiated a loving relationship of loyalty with us as his people throughout history. There is one way to salvation in both Old and New Testaments: faith alone in Jesus Christ.

CONFESSIONAL

We embrace the Westminster Confession of Faith as a helpful framework in understanding the tenets of our faith.

EVANGELISTIC

God calls us to share his gospel through the Great Commission, and we passionately seek to fulfill this calling.

CONNECTIONAL

We are connected to Christians locally, regionally, and nationally through our beliefs and through our denomination.

PRESBYTERIAN

Our church is a member of the Presbyterian Church in America. We are led by a plurality of Elders and connected to other churches across our country.

Our Mission & Vision at McLean Presbyterian Church

WE EXIST TO GLORIFY AND ENJOY GOD BY MAKING DISCIPLES WHO MAKE A DIFFERENCE THROUGH GRACE-FILLED WORSHIP, COMMUNITY AND MISSIONS.

Our emphasis on worship, community and missions provides organizing principles for how we pursue this statement of mission.

Worship

MEETING WITH GOD TOGETHER

MPC's vision for worship is one of *"meeting with God together as we glorify and enjoy him for who he is and what he's done for us."* Sunday worship is at the center of our church life and is the primary means by which new members and regular attenders first become involved with the church community. We follow a strong liturgical order of worship, rehearsing the gospel story throughout each worship service. All worship services follow the same liturgy and blended worship style, including hymns, classical choral works, and more contemporary worship music. More detail about worship on the McLean campus, the Fairfax site, and future plans for accommodating growth are described in the Facilities section.

*Meeting with
God together
as we glorify
and enjoy him*

Read our worship philosophy at mcleanpres.org/worship-philosophy

Community

GROWING IN GRACE & KNOWLEDGE

MPC's vision for community ministries is *to grow in grace and knowledge of Christ in relationship with others*. The church family seeks to share the gospel, and to share lives with each other. Given the size and geographical dispersion of the congregation, we use smaller, home-based Community Groups as a way of building stronger relationships; those groups currently number about 70 and serve more than 800 members of our congregation and regular attenders.

COMMUNITIES & CARE

MPC also has a range of other communities focused on caring for each other and helping each member grow as a disciple of Christ. Various women's and men's ministries are in place, and the young adult ministry draws over 100 people every other Friday to Round Table. Several renewal groups focus on particular needs such as grief, divorce, marriage issues, sexual brokenness, and others. Lay counselors provide one-on-one spiritual counseling, and the Stephen Ministry provides Christian friendship and guidance to those who need someone walking alongside them.

*Growing in
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relationship*

ADULT EDUCATION

The church has a long commitment to adult education and the reformed tradition, with in-depth adult Sunday school classes drawing on a wealth of congregational teaching expertise. We are always looking for ways to expand and deepen our discipleship offerings. The church was a pioneer in the Fellows movement, and now is in its fourteenth year of hosting a group of around a dozen recent college graduates to spend a year discerning vocation, studying theology, interning in the Washington DC area, and serving at the church and local ministry partners.

STUDENT MINISTRIES

Extensive youth ministries exist, including Sunday school at the McLean and Fairfax campuses, discipleship groups by grade and sex, service opportunities and regular Sunday evening gatherings, called Breakthrough, for grades 7 to 12.

CHILDREN'S MINISTRIES

Ministries for children provide opportunities to share the gospel with children from birth through the 6th grade. Children's ministries are a partnership among parents, church staff, and volunteers from the broader church community. Specific ministries include nursery care for children as their parents worship, Sunday school for kindergartners through 6th graders, and a monthly Friday evening "Club 45" program that allows 4th and 5th graders to build friendships as they learn more about the gospel.

Read our philosophy of community at mcleanpres.org/community-philosophy

Missions

COMPELLED BY THE GOSPEL OF GRACE

The gospel of grace compels us to engage in missions, and the vision is to “*send disciples who enjoy God’s grace to extend his glory through service and multiplication.*” All church members are encouraged to serve the church and our city by using their time, talents and treasure. We seek to multiply grace in our DC community and around the world.

Missions activities include planting churches, pursuing justice, mercy and cultural renewal, both locally and globally, sponsoring missionaries, and evangelism.

The church partners with 23 local and 30 international missions partners, providing volunteers, financial support, prayer, and counsel.

Members of all ages participate in a range of missions trips, such as working with disabled orphans in Romania and an annual medical mission trip serving the poorest of the poor in the Kibera slum in Nairobi, Kenya. Members have generous hearts for missions. The church Thanksgiving offering for 2020 raised \$232,000 for ministries the church supports in Togo, Tanzania, Lebanon, and a ministry started by an MPC member serving small ministries around the world.

*Sending disciples
who enjoy God’s
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Read our philosophy of ministry at mcleanpres.org/missions-philosophy

View details on church plants, local missions, and global missions, including specific ministries at mcleanpres.org/serve/local-missions-partners/

Our History

1943

McLean Presbyterian Church began life as a handful of families meeting at the Shoreham Hotel in Washington, D.C., and affiliated with the Bible Presbyterian Church.

1946

Members purchased a church building in Georgetown (an area in Washington, D.C.) and took on the name Georgetown Bible Presbyterian Church.

1960

The 28 members of Georgetown Bible Presbyterian Church purchased land and built in McLean, Virginia, and joined the Reformed Presbyterian Church, Evangelical Synod (RPCES) as McLean Presbyterian Church.

1967

With 75 members, the church called Stephen E. Smallman to be the pastor. During Rev. Smallman's 29-year pastorate, membership steadily increased to 1,000 members, community groups were begun, missions expanded locally and globally, two churches were planted, and a new building was built on the current site. The RPCES joined the PCA in 1982.

1998

Dr. John R. Hutchinson was called to be senior pastor. In the 14 years of his tenure, two local churches (Grace D.C. and Emmanuel Presbyterian Church in Arlington, VA) were planted, new mission fields and congregational care ministries were developed, and the Board of Women was established as part of church leadership.

2013

Assistant Pastor James W. Forsyth was called to be senior pastor. During the next seven years, membership doubled to 2,000, church planting continued (New City, King's Cross), and a second site was opened in Fairfax, Virginia (see Facilities section). Community groups grew from 21 to 71, and various support/renewal groups were started, along with a pastoral internship program. Adjoining property was purchased and plans were made to expand, when...

2020

...the COVID-19 pandemic required MPC to put expansion on hold and pivot to remote services. Worship services and educational opportunities are currently offered in livestream, video, and socially distanced in-person formats. Assistant Pastor David Stephenson was named interim Senior Pastor. MPC currently operates with a dedicated staff, ably led by a strong Session and effective Assistant Pastors. While meeting the challenges of the pandemic, MPC has added new members, some of whom have yet to be in a service or a meeting in the building.

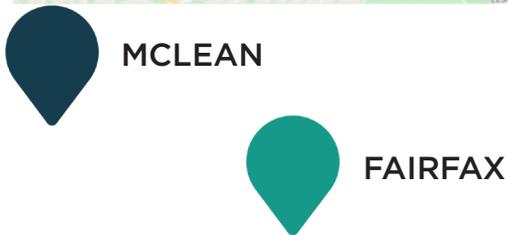
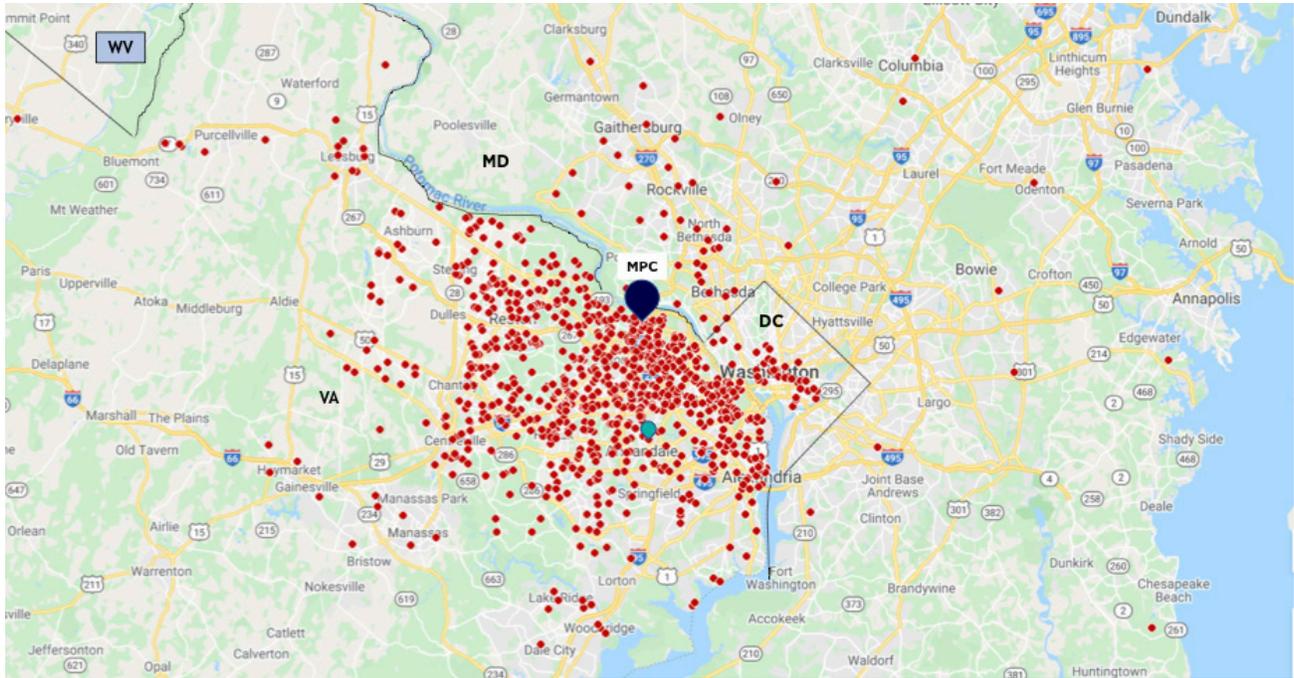
Our Congregation

McLean Presbyterian has over 2,000 members, almost 600 non-communicant children, and approximately 600 adult regular attenders. Our congregation has grown steadily over the past 10 years from just over 1,000 members in 2010. The church historically has been composed of members raised in the PCA, including many people moving to the area from other parts of the country.

Over the past 20 years, we have increasingly seen new members come to the church from other evangelical churches who are drawn to reformed theology and grace-filled community, from mainline protestant denominations, as well as new believers.

Members' vocations are characteristic of the region—federal government, Capitol Hill, the military, national ministries and nonprofits, communications, information technology, among many others—as well as vocations serving the local community, such as education (teachers and administrators, as well as homeschoolers), local ministries and other charities, raising families, service industries, and local businesses.

The congregation comprises a broad range of ages, with 43% of adult members under 40, 35% in their 40's and 50's, and 21% 60 or over. Members come to the McLean campus and the Fairfax site from communities throughout the Northern Virginia area, Maryland and the District of Columbia.



COMMUTE TO MPC FROM:

- *Purcellville, VA: 40mi/40 min
- *Dale City, VA: 30mi/45 min
- *Olney, MD: 33mi/35 min
- *Columbia Heights, DC: 13mi/31 min

Seventy-six percent of adult members are married. Because of the relatively transient nature of our region, and the desire to expand grace-filled, biblically based worship in the region and to reach believers and seekers from a broad range of backgrounds, special emphasis is put on **welcoming visitors**, hosting diverse **outreach ministries** in the community, **plugging newcomers into community groups and other ministries** at the McLean and Fairfax locations, and providing **new member classes** throughout the year.

Staff & Leadership

The ministries of the church are carried out by an **energetic and committed staff of 79 (45 full time equivalents)**. The staff is led by five teaching Elders, assisted by two to three pastoral interns. A number of key ministries are led by lay senior ministry directors, including congregational care, worship, children's education, youth ministries, missions and administration.

The church is led by a 28-member **Session**, composed of committees built around three areas of focus, Worship (Worship Committee), Community (Care and Formation Committees), and Missions (Missions and Multiplication Committees), as well as a Ministry Support Committee.

The 40-member **Diaconate** oversees service and benevolences, stewardship and budget, facilities, and Sunday morning logistics, among other functions.

The 21 members of the **Board of Women** serve on each of the Session and Diaconate Committees, participate in reading Scripture during worship services, and join Elders in praying with congregants and visitors who seek prayer after worship services. The Board also develops and runs ministries focused on the needs of women within the Congregation, including retreats, classes, and special events.

Elders, Deacons and Board of Women members all undergo a rigorous training program.

Read about our leadership at mcleanpres.org/elected-leaders

Facilities

The McLean campus sits on 9 acres just inside the Capital Beltway. The sanctuary is 4,300 square feet (600-person capacity), and the fellowship hall is 4,000 square feet (300-person capacity).

As membership numbers have increased, we have explored several means to accommodate growth, including recent and future church plants and multisite locations, and a 28,000-square foot expansion of our McLean facility, which has received congregational approval and zoning approval but is currently paused due to COVID-19.

The multisite concept involves establishing satellite locations, as needed, that may in the future particularize and become their own congregations. The first of these is the Fairfax site (held in rented commercial space that seats 150 people), and others are being considered. **“Capital Pres Family” is an umbrella term for our McLean and Fairfax locations, and any future sites, as well as other ministries of the church.**

Three **worship services** are held each Sunday in the main sanctuary, with two simultaneous worship services (with live music and a staff member leading worship) in the fellowship hall on the McLean campus and at the Fairfax site, often with a common sermon on video from the McLean sanctuary.

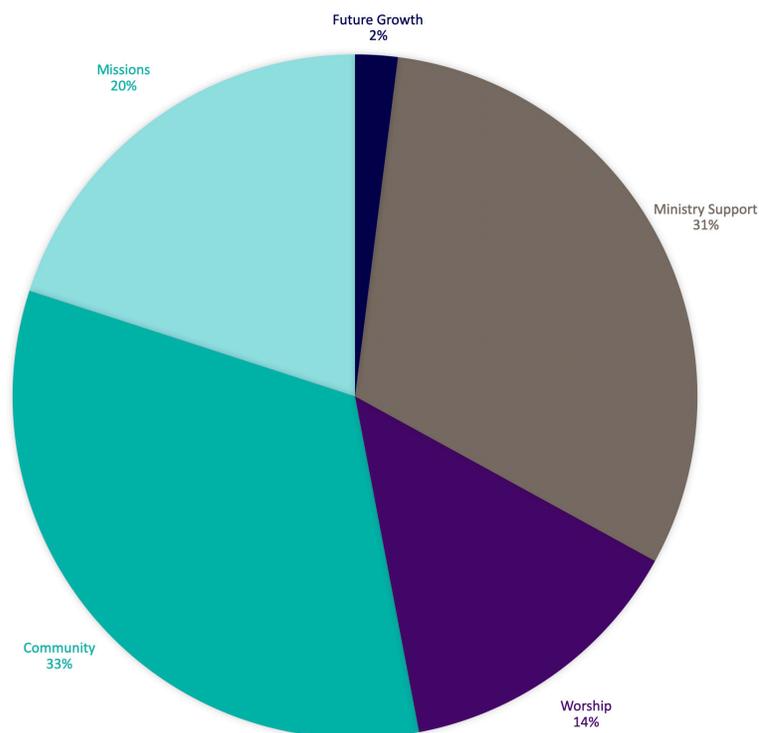
On a typical Sunday pre-COVID-19, **attendance** ranged from 250 to 300 people per service in the sanctuary (with fewer at the evening service), 200 to 250 per service in the fellowship hall, and 100 to 125 at the Fairfax site. Under COVID-19 requirements, both online and restricted attendance are offered.

Finances

The church's commitment to programs of worship, community and missions guides priorities for annual spending of \$5.9 million (see chart). Spending designated as "Ministry Support" includes administration and facilities management in support of all three programs. The chart also shows resources set aside to fund future growth initiatives, including church plants and the prospective building expansion at the McLean site.

Through God's generous provisions and careful stewardship, we have consistently maintained a general fund cash reserve in excess of three months of average spending.

Distribution of Total Spending Across Ministries



How We See Ourselves

As part of the pastoral search process, the Pastoral Search Committee collected views from members, leaders and church staff through multiple means, including emails, a churchwide survey, and several dozen small-group listening sessions.

Our outreach has found broad consensus that members, staff and leaders all place high value on **core characteristics of our church, including strong Biblically-based preaching, our style of worship, and a culture that acknowledges God's grace to sinners with all its implications for how we extend grace to each other.**

Reflections collected through these avenues also acknowledged numerous areas where **congregants have expressed a desire for growth.** Among many areas identified are:

- **Spiritual Depth & Shepherding:** Increased discipleship and teaching fostering growth in spiritual depth.
- **Community:** More avenues of community and lay ministry. As a suburban church with a far-flung congregation, meaningful connectivity can be difficult to develop within the body beyond Sunday worship.
- **Outreach:** Grow in applying God's Word to proactively reach out to people of diverse backgrounds and ensure our church is a place where all who seek Christ feel at home.
- **Connectivity to Leadership:** Better know and be connected to church leaders including the Elders, Deacons and Board of Women members.
- **Growth Model:** Clarity of vision around the church's growth path as it relates to multisite and how the multisite strategy aligns with our deep heritage and continued emphasis on church planting.
- **Care Ministries:** More expansive care ministries for both spiritual and material needs.
- **Multifaceted Missions:** Emphasis on international and local missions and service.

MPC Pastor Profile

"Sir, We Wish to See Jesus."

-John 12:21

We seek a senior pastor with these strengths and passions:

Pastoral Skills/Spiritual Characteristics

SPIRITUAL MATURITY

Deep love for God, his people, scripture, and the gospel, leading to a heart that is genuinely loving and humble. Transparent, authentic, seeks accountability, and continuing to grow deeper in his relationship with the Lord. Ability to lead the congregation in personal transformation and deeper spiritual maturity. Commitment to prayer as central to discerning God's will and building the Kingdom.

PREACHING

Preaching that is Christ-centered, gospel-focused, grace-filled, well-crafted, well-delivered, and engaging. Preaching should normally be expository, letting God speak to his people from his Word. Preaching should cover the whole counsel of God and apply Biblical truth to life, leading to deeper obedience and faithfulness.

SHEPHERDING

Deep love and care for people both inside and outside the church leading to active discipleship, mentoring and growth in spiritual depth. Can engage others easily, warmly, and deeply.

CALLING

A calling to understand and minister to the needs of our congregation in our unique setting and culture.

MISSIONAL

A passion and demonstrated track record for church planting, evangelism, justice and mercy, and cultural renewal, connecting to people of all backgrounds.

Leadership Abilities

RELATIONAL MATURITY

High level of emotional and social intelligence with the ability to connect with others and build healthy relationships. Join, enhance, and contribute to our flourishing culture. Ability to manage conflict and seek reconciliation and healing when necessary.

COLLABORATIVE

Foster healthy, fruitful relationships with existing leadership, including our Assistant Pastors, our large, gifted staff, and a large, active session.

VISION

Embrace and enhance our current vision and mission. Strong communication skills to build buy-in, energy, and engagement.

ENTERPRISING

Demonstrated executive leadership with the ability to manage a large staff, think strategically, and evaluate, adapt and change ministry strategies as needed over time. Delegate to, empower, coach, and motivate others to implement ministry strategies.

Qualifications/Other

ORDAINED AND EXPERIENCED

A PCA-ordained (or like-minded denomination) pastor with preferably 10+ years of pastoral experience.

REFORMED

Unapologetically reformed, covenantal, and confessional.

COMMITTED TO THE PCA

Active participation and leadership in our presbytery and the General Assembly.

CHARACTER

Strong Biblical character with a reputation for integrity, purity, and humility. Above reproach and not divisive or quarrelsome.

MARRIAGE AND FAMILY

Leads and loves his family as Christ leads and loves the church with a vibrant and healthy marriage and family life.

If you are interested in applying for this position, please contact the McLean Presbyterian Church Pastoral Search Committee at pastoralsearch@capitalpres.org.



**MCLEAN
PRESBYTERIAN**

McLean Presbyterian Church
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