

K V KISKI VALLEY
P C Presbyterian Church





Lead Pastor Packet

Dear Pastor,

Thank you for investing your time to learn about what the Lord is doing among the people of Kiski Valley PCA (named for the nearby Kiskiminetas River). We hope that you will enjoy hearing something of our story and that this might encourage you to apply for the position of Pastor here in western Pennsylvania, if the Lord so leads. Our church has been on the hearts of those who founded the church for nearly four decades now. We believe it is vitally important to continue as a Reformed, gospel-preaching voice in our community.

Church life sometimes ebbs and flows but, through it all, the Lord is always faithful. We have a committed core at Kiski Valley and we welcome your interest in our church family. We know that our next pastor will not himself be the cure to all of life's problems—instead, we trust that as a fellow elder and recipient of God's grace, our next chief under-shepherd will come alongside our elders in ministry for the sake of the Kingdom.



KISKIMINETAS RIVER

Our Session is unified as we seek our next pastor. Some of us are bringing exhortations to God's flock from the pulpit here during this time of transition. We also have a brother from within our presbytery who is providing regular pulpit supply. In addition, the elders have contracted with *Flourish Coaching* to aid us in our pastor search process. Flourish's Executive Director, PCA Pastor Matt Bohling, has come alongside the

kiskivalleypca.org



Session to prepare us and our search committee as we seek the next man who will be used by the Lord to help lead us.

We are seeking a new lead pastor who is passionate about preaching God's Word, shepherding God's flock, and encouraging people to relate their faith to their daily lives. He'll do this with appropriate transparency with the congregation, by keeping his finger on the pulse of our people, and as an embedded member of the community. We are praying for you as you consider this opportunity.

This Lead Pastor Packet has three major sections:

Our Church Life (page 4),
Our Community (page 10), and
Our Next Pastor (page 12).

Enjoy reading and please do not hesitate to reach out to us or to *Flourish Coaching* for further information!

May the Lord continue to guide us all in this process,

The Pastoral Search Committee:

Shane Fishel
Gloriane Labriola
Teresa Morrison

Mike Myers
Joshua Truckley

(Find our PSC member bios on page 17)



Part 1: Our Church Life Together

OUR PRESENT REALITY

Kiski Valley PCA is a church community characterized by good, loving, and caring people who are excited about Jesus. There is a genuine sense of love and concern for one another, with a strong focus on being Christ-centered and committed to orthodoxy. The church values close relationships, with members feeling like family—supporting each other through both the good and bad times.

“The congregation genuinely cares for one another, sharing the love of Christ and ministering on His behalf.”

The congregation genuinely cares for one another, sharing the love of Christ and ministering on His behalf. There is a deep love for Christ and each other, fostering strong friendships, camaraderie, and a commitment to the truthfulness of God’s Word...

(source: from Needed Pastoral Traits Report, by Flourish Coaching)

Where We’re Strong

Stability. Our Session is very unified. The elders have served together for many years. They have been able to resolve conflict peacefully and stay in fellowship with one another.

Unity. The faithful remnant that forms the core of Kiski Valley are thoughtful people who want to continue in ministry together. We’ve suffered some departures of members after our last two pastors left. We want to strengthen the things that remain and we believe that our close-knit group can do so with the Lord’s help.



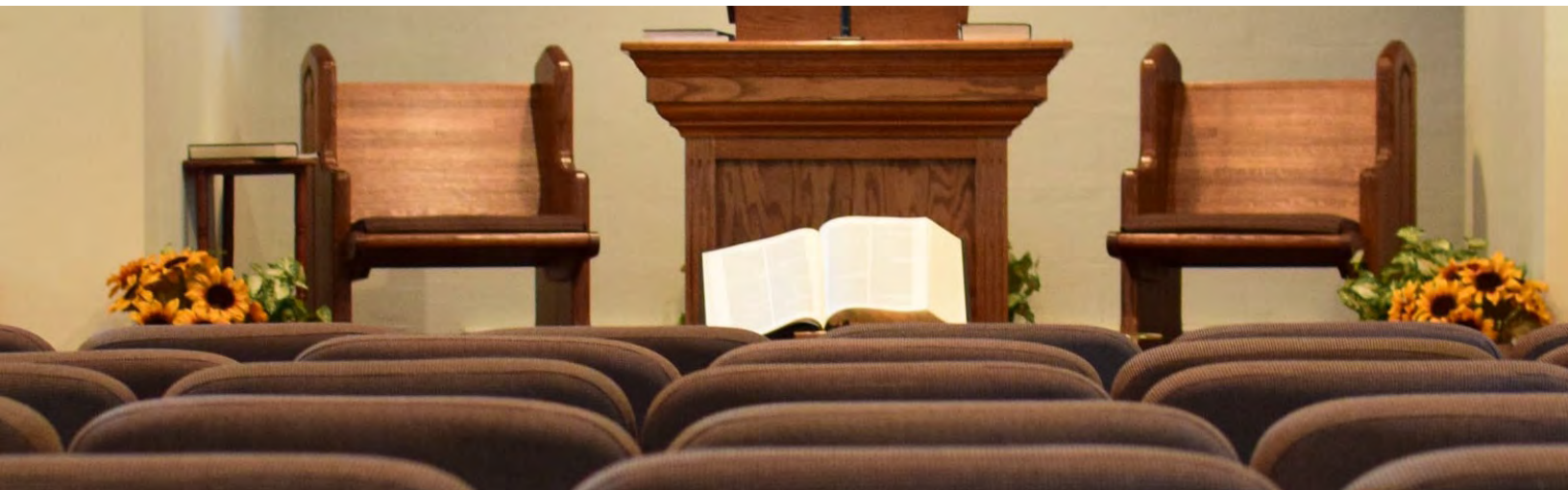
Challenges

There are certainly areas where we can “excel still more.”

Change and Creativity—Our worship style is very traditional. We love the old hymns and liturgy found in the Trinity Hymnal and we are aware of more current expressions of music and the whole re-tuned hymns movement, which we want to utilize in more thoughtful and balanced ways.

Multi-generational Ministry—The age demographic at KVPC is skewed toward the Proverbs 16:31 (*i.e.* gray-haired) set. We would do well to have an infusion of younger families in the life of the church, as that group has dwindled recently for a variety of reasons. We realize that it takes critical mass and a heart for the community in which God has placed our facility and where our people are distributed. There are neighborhoods near our building to which we can, and should, reach out.

Similarly, our unified Session works well together as a team but we also need an infusion of new blood and want to see the Lord raise up a next generation of leaders. Our last two pastors served for only a few years each and we would benefit from a leader who has some longevity among us. May the Lord grant that we will be faithful to His call.



OUR BELIEFS & VALUES

Beliefs

As a congregation of the Presbyterian Church in America, we hold to the Westminster Standards. You can visit www.pcanet.org to explore the beliefs of our denomination. Having a connectional form of church government, we are one of the two dozen churches that form the [PCA's Pittsburgh Presbytery](#).

Our Core Values

We arrived at the following half dozen items through a survey assessment of a healthy cross-section of our people. We think this accurately reflects the most important aspects of the life of our church.

PRIMARY. *These first three values express the heart of what we hold most dear as a church.*



Worship.

Attributing worth to God is at the core of what we do and who we are as believers at Kiski Valley. The exhortation to, "Ascribe to the LORD the glory due His name; worship the LORD in the splendor of holiness" (Psalm 29:2), is central to our purpose.



Preaching and Teaching Scripture.

Communicating God's Word to people is also central to our mission as a church. We prize the Word of God so greatly that we want it to permeate all of the ministries of the church so that the word of Christ dwells richly in our lives as well (see Colossians 3:16).



Bible Knowledge.

We want all of our people to have familiarity with the truths of Scripture. That is the key to having our minds renewed (as per Romans 12:1-2) so that our lives become more and more reflective of the Lord Jesus.

SECONDARY. *The next three core values are held almost equally by our people and comprise a group of values that forms the secondary layer of what we esteem greatly at Kiski Valley.*



Prayer.

Communicating with God privately, in groups, and publicly in Sunday services is part of the lifeblood of our church. Through Christ we have bold and unprecedented access into the very Throne Room of God, and we depend on Him for mercy, grace, and help (as per Hebrews 4:16).

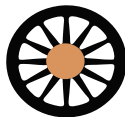


Gospel-centered Living.



Some people live as “slice of the pie”

Christians—for them, a relationship with God is only one aspect of life. As such, their faith does not influence certain aspects of their lives.

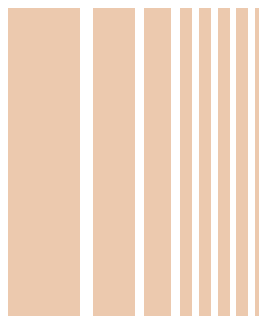


Instead, at Kiski Valley, the gospel sits as the “hub” for life and ministry. Our relationship with Christ is central to our lives and thus every aspect of life is organized around His Person and Work.



Financial Responsibility.

Being generous and careful with resources that God has entrusted to us, we want to be like those early Christians in Macedonia that the Apostle Paul described to the believers in Corinth by saying, “We want you to know, brothers, about the grace of God that has been given among the churches of Macedonia, for in a severe test of affliction, their abundance of joy and their extreme poverty have overflowed in a wealth of generosity on their part” (2 Corinthians 8:1-2). They gave themselves first to Christ and then in partnership with gospel workers. That is something we want to emulate as a church.



SUPPLEMENTARY. *These final several values were not expressed through the survey instrument we utilized to ascertain the six above; nevertheless, we maintain that these are things that we want to be true of our life together so that we can be a growing and vital church. As such, this grouping expresses our aspirations as a congregation.*



Risk-Taking and Taking the initiative.

We want to exercise faith and take Christ's exhortation to His disciples seriously, "So send I you..." (see John 20:21). Knowing that the tendency of many churches is to become ingrown, we do not want to settle for that at Kiski Valley.



Community Ministry.

We are aware that we need to do a better job of community ministry and engagement. People are lost without Christ and we want to unite our strength with gospel words to much-needed gospel deeds. Christ said that through His earthly life and ministry the poor have the gospel preached to them (Luke 7:22).



Fellowship.

Anecdotally, while fellowship didn't come up as much through the survey, our times together are sweet and an important part of the warp and woof of the life of faith. Maybe it's good that we didn't focus on that— rather, it's something that is a given for us. Kiski has a family feel and we are glad to be together. We don't take that for granted, either.



KISKI VALLEY PRESBYTERIAN CHURCH BY THE NUMBERS

50

MEMBERSHIP

Current Members



40-45

ATTENDANCE

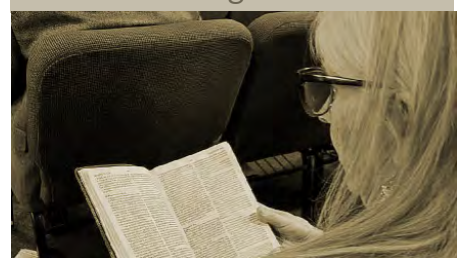
Average worship attendance



50-55

AFFILIATED

All those calling KVPC home



23

FAMILIES

Number of Family Units



4

RULING ELDERS



4

DEACONS



5

KEY VOLUNTEERS



~\$116K

OUR GIVING

Projected for 2025



39

YEARS OF WORSHIP

Flourishing since 1986



Part 2: Our Community

THE KISKI VALLEY

The Kiski Valley, located in western Pennsylvania, is a picturesque region that stretches along the Kiskiminetas River, which flows into the Allegheny River. The valley is situated about 30 miles northeast of Pittsburgh, offering a serene and natural escape from the hustle and bustle of the city. The area is known for its rolling hills, wooded landscapes, and charming small towns, making it a popular spot for outdoor activities like hiking, fishing, and kayaking. The Kiski Valley has a rich history rooted in the coal and steel industries, with many of its communities once thriving during the industrial boom of the 19th and early 20th centuries.

Towns in the Kiski Valley, such as Vandergrift, Arnold, Leechburg, and Apollo, still reflect their industrial past, with historic architecture and old mill buildings that tell the story of the area's transformation. Vandergrift, for example, was designed as a model industrial town in the 1890s and has a well-preserved historic district. The local economy has evolved over time, with a shift away from manufacturing toward service-based industries and tourism, as the region capitalizes on its scenic beauty and proximity to Pittsburgh. Today, the Kiski Valley offers a quiet, rural alternative to urban life, with small businesses, local farms, and community-focused events fostering a close-knit atmosphere.



LEECHBURG [photo credit](#)



VANDERGRIFT



KISKIMINETAS RIVER [credit](#)



ROARING RUN [photo credit](#)

In addition to its historical and natural charm, the Kiski Valley is home to a number of cultural and recreational opportunities. The area boasts several parks, such as the Northmoreland Park, which provides a large playground, picnic areas and an event center which the church has used in the past for special events, as well as a large fishing lake and walking paths. Our region is marked by rolling hills and rivers that are popular for a variety of recreation including boating and fishing, and a continually-expanding network of trails, including the Kiski Riverfront Trail, the Butler-Freeport Community

Trail, the Roaring Run Trail, and the Armstrong Trail system which run along the rivers and streams and provide paths for walking, biking, and enjoying the outdoors.

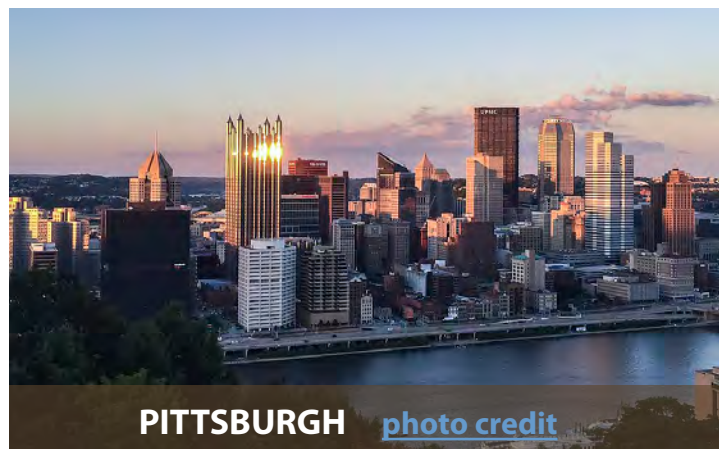
There are also opportunities to explore local heritage through museums, such as the Apollo Area Historical Society Museum, which offers exhibits on the valley's coal mining past. The Kiski Valley's blend of outdoor recreation, historical landmarks, and strong community spirit makes it an appealing destination for both residents and visitors seeking a peaceful yet vibrant slice of southwestern Pennsylvania.

DEMOGRAPHICS & DESCRIPTION

The Tri-Towns area consists of Apollo (population approximately 1,250), Leechburg (est. 2,300), and Vandergrift (about 5K). Leechburg is just ten minutes from the KVPC building, which is situated in Allegheny Township, home to some 8,500 people.

Kittanning, located 25 minutes to our north, has some 4,000 residents. Saltsburg is also nearby, adding 750 more people to the area. Kiski Valley Presbyterian Church draws people from all over this region.

Downtown Pittsburgh can be reached by a mere 45-minute drive and is home to major sports (the NFL, NHL and MLB), the University of Pittsburgh (known as "Pitt"), and Carnegie-Mellon University. Pittsburgh is considered



PITTSBURGH [photo credit](#)

one of the top medical regions in the nation with both the Allegheny Health Network and the UMPC Medical System headquartered here. Conservative seminaries located in the area include Reformed Presbyterian Theological Seminary and Trinity Anglican Seminary (in Ambridge, just to the west of Pittsburgh).

You'll find Penn State (We Are...!) two and a quarter hours to the east. Other fine schools such as Geneva College, Grove City College, Indiana University of Pennsylvania, Slippery Rock University, and others are even closer to us.



Part 3: Our Lead Pastor Profile

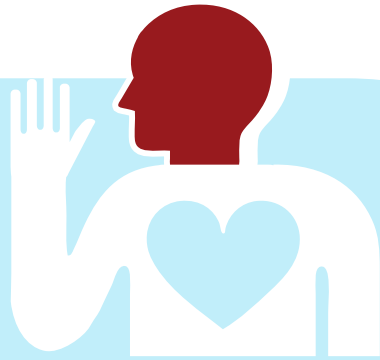
HIS HEAD, HEART, AND HAND

We brought in Flourish's Executive Director, Matt Bohling, to lead our officers and also a second layer of leaders (including multiple women) through a series of exercises that helped us identify key traits that we think Kiski Valley NEEDS in our next pastor.

Kiski Valley's congregation was also invited to provide feedback by completing an assessment tool provided by Flourish Coaching. We received completed surveys from a cross-section of our people, 16 individuals in all.

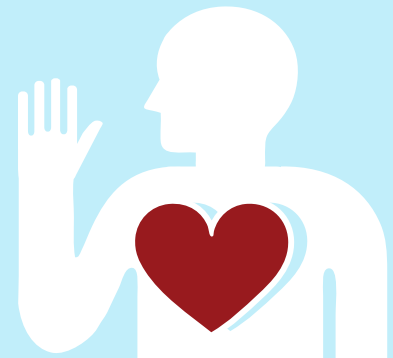
Here's a composite sketch of what we think is vital for the next pastor to know, to be, and to do (corresponding to head, heart & hand). You will note that the mindset of our leaders resonates greatly with what our people are saying, so it is clear that our leaders seem to have their finger on the pulse of our people. We're glad to be in one accord on this—

What our *Leaders* are saying



HEAD (*To Know*)

"He will be aligned with Reformed theology. As a Word-based leader, his theology will be fixed but his methodology will remain flexible. He will be tech-savvy and yet utilize multiple means of communication to stay in touch with the congregation. He will be a creative thinker who has fresh, innovative ideas about involving our people in community involvement and outreach. He will not view KVPC as a mere stepping stone but will instead hope to have some longevity in ministry here as part of the community."



HEART (*To Be*)

"He will be a humble man who walks with Jesus. His wife and family will be very supportive of him and enthusiastic about participating in church life. He will be a caring, relational shepherd whom the members of the congregation, both young and old, find to be easily approachable. He'll be glad to be among us, both in our church-wide worship times and in our small group studies, and will be an energetic individual. As such, he'll be a catalyst for ministry and will cheer us on in our own growth and development. He'll be someone who takes appropriate risks for the sake of the Kingdom."

What our *Leaders* are saying...

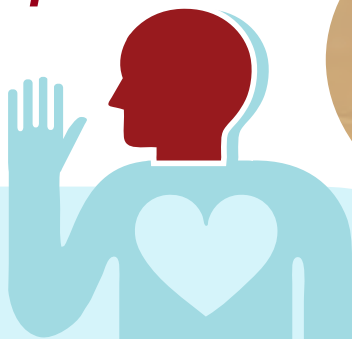


HAND *(To Do)*

"He will mobilize God's people for ministry by discipling and mentoring them. He will have enough administrative skills to remain organized himself and also to develop and deploy the people of KVPC in various ministry endeavors. He will faithfully preach and teach the whole counsel of God and, along with the elders, oversee the worship and music of the church. While

remaining staunchly true to the Reformed faith, he will help us grow in our expressions of faith with the liturgy and music of Christ's church. Since he is a caring shepherd, he will also visit with our people outside of the stated meetings of the church."

What our *People* are saying...

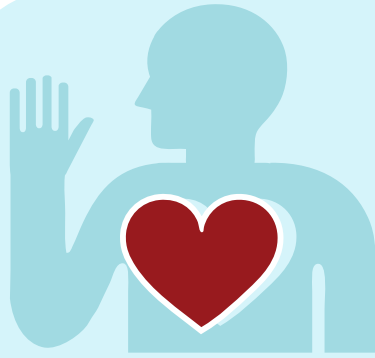


HEAD *(To Know)*

"Since we place such a high value on the Word of God, we certainly need our pastor to know the Scriptures and sound doctrine. With that said, he doesn't need to be a world-class preacher who spends all his time in the study; instead, we would rather he be a more-than-adequate preacher who also knows that church life is about much more than simply giving good sermons and then going home. He'll need to know how to formulate strategy and implement vision in order to lead our church into greater fruitfulness and effectiveness in our mission to share the Faith with people outside the church."



From our *People*...



HEART (*To Be*)

"Kiski Valley PCA's next pastor needs to be more extroverted rather than introverted. Foremost, he will be self-aware and humble because he is deeply in love with Jesus and draws his own identity from Him. Thus, he will combine head knowledge with emotional intelligence, allowing him to be gracious and transparent to people of both genders and from all walks of

life. Leadership especially needs to be able to put others ahead of themselves without forgetting to care for themselves. Our next pastor will be a lifelong learner who values relationships and has a heart for our community."



"Leadership especially needs to be able to put others ahead of themselves without forgetting to care for themselves."

HAND (*To Do*)

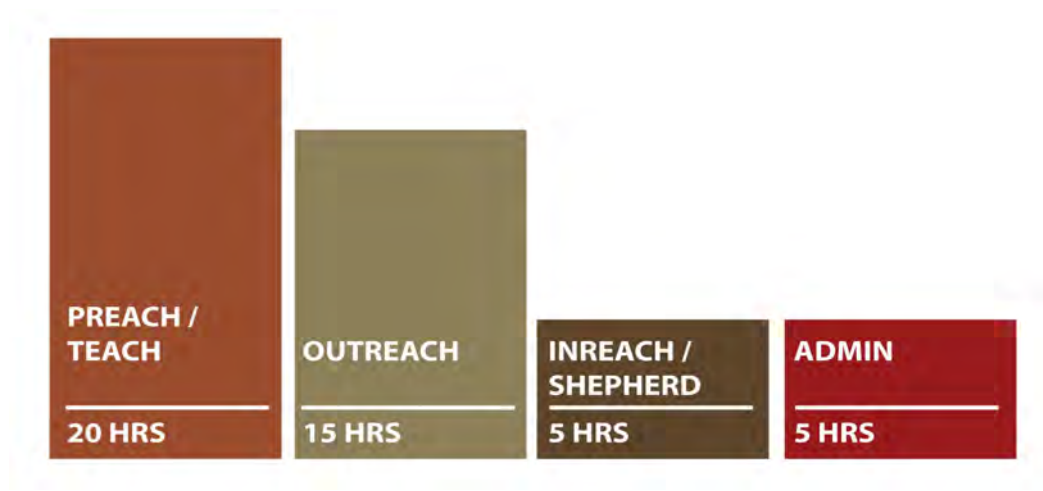
"The nature of fully-orbed pastoral ministry requires that he can minister effectively to people in crisis situations. As an effective biblical counselor, he leads the Session in knowing the condition of the flock and ensures that people are receiving care; if not from him directly, then from other resources and people whom he has prepared and helped to equip. We would like him to be involved with his parishioners, neighbors, and community rather than him spending the bulk of his time in the office. Our next pastor will model sharing the Faith with others in his personal circle of influence."



Summary: *In short, our next pastor is one who is deeply invested in the spiritual growth and well-being of the church, with a heart for both individuals and the larger community.*

What Will Our Next Pastor Do?

- Preach 46 Sundays per year
- Manage his overall schedule with freedom. The church simply requests that he allow for regular office hours and use that time for tasks that are critical to the ongoing ministries of the church, possibly two 4-hour sessions weekly.



- Be active in Pittsburgh Presbytery and attend the General Assembly annually as providentially and financially feasible.
- Be ordained or be ordain-able in the PCA

COMPENSATION



KVPC will offer a total package (i.e. salary, housing allowance, retirement, and benefits of \$65,000 - \$70,000 to our new pastor. In addition, a one time relocation reimbursement up to a maximum of \$10,000 will be provided upon substantiation of expenses. We are open for discussion about the new pastor supplementing this income (i.e. wife employed, pastor secondary job*) if required. The Terms of Call will also include four weeks of paid annual vacation and two weeks of study leave, with a plan for a sabbatical every seventh year.

* Secondary jobs may not interfere with pastoral commitments.

Our Team Search Committee Bios

Committee Members

(listed alphabetically)

Shane Fishel



I began attending KVPC in 2004 with my parents when I was just out of college. Chrissy and I started dating in 2005 and she began attending church with us—we were married in September of 2006 by Pastor Dave Milligan. We now have three girls who have grown up in the KVPC family since the day they were born: Shelby (14), Jordan (12), and Leah (9). We've weathered some hard times at our beloved church, and still couldn't imagine not being a part of this congregation. I was nominated, trained, and ordained as a Deacon in 2012. Chrissy and I (when able) are involved with the church youth group. For 20 years I've worked as a Project Manager for a commercial construction company, working all over western Pennsylvania.

Gloriane Labriola



I've been a member at Kiski since 1997, having transferred my membership from Murrysville PCA when we moved to this area. We've stayed because the Truth is preached and the congregation is warm and so welcoming. Our two boys were little back then and I wanted them to hear the Bible explained. Now they are grown and the eldest is getting married this fall. Gene and I will have been married for 39 years this April. I've participated in VBS, the church building committee, and, more recently, by volunteering at Knead Cafe. I also oversee the decor at the church. I'm originally from Kennedy Township (just Southwest of Pittsburgh) and have worked mostly as a professional hairdresser, although I'm now retired.

Teresa Morrison



We started attending KVPC back in 2012 and have stayed because we take our vows to this church body seriously. My husband and I met in the military and have been married for 35 years now. We have five adult children and one toddler (3 years old), along with 11 grandchildren and two dogs. I've been active in Sunday school, women's ministry, and youth ministry. I've also been engaged in neighborhood outreaches where kids would come and eat, play, and hear the gospel. I was born in Ohio and I'm a homemaker whose favorite Bible passage is Proverbs 3:5-6.

Mike Myers



I have been attending at Kiski since 1999, where I love the faithful preaching and teaching of the Word and the sense of family that we feel among the membership. My wife Katie and I have been married since 1988, and we have four sons ranging from 35 to 29: the oldest three are married, and we enjoy the times we get to visit our four grandchildren. A lifelong member of the PCA, I am an elder in the church and have been involved in teaching in Sunday School and working with the youth. I also participate in small groups when my schedule permits. A lifelong resident of South Buffalo Township in the Freeport School District, I am self-employed as a Certified Public Accountant.

Joshua Truckley



My family has been attending KVPC for almost four years now. We've chosen to stay because of the devotion to God's Word and the family-like atmosphere throughout the church. Emily and I have been married for about 8½ years. We have four kids that we have adopted out of the foster system: a girl who's 16 years old and three boys who are 5, 6, and 6 years old. Currently we have three dogs, two cats, one hamster, one bunny and some quail (too many?!). My work schedule is very demanding but I help my wife clean the church once a week. I am currently employed by Fastenal, a construction and manufacturing supply company. Having grown up in Lower Burrell, PA, I love the outdoors and fishing. In fact, I'd love to incorporate these hobbies into the outreach of our church.



Questionnaire

We want to get to know you, your heart, and your life with Christ. Please provide a response in no more than a paragraph or two to each of the following:

1. Describe your spiritual journey.
2. Tell us about a failure in your pastoral ministry and what you learned from it.
3. What aspects of serving the church energize you? What drains you?
4. What are the greatest dangers to the peace and purity of the local church?
5. Where would you say you fit theologically under the “Big Tent” of the PCA (i.e. from more broadly evangelical—to middle of the road—to classically confessional)?
6. Are you on social media? In what context?
7. How do you balance your personal life and family commitments with your pastoral responsibilities?
8. Describe your views and observations on Contemporary Critical Theory and Progressive Christianity.
9. Do you think you (and your family, if married with children) would be a good cultural fit in western Pennsylvania? What concerns to you have about living in this area?
10. Describe your preaching style and how it has changed over time.
11. How do you see yourself and your family blending into the larger family of our local church?

Application Requirements

Please send your materials to kiskivalleypastorsearch@gmail.com and you will be contacted with next steps which may include requests for additional information or scheduling conversations.

- Cover Letter, Resume, & PCA Ministerial Data Form (MDF)
- Completed, typed out responses to the questionnaire

Please use the following format to label all attachments:

- JohnSmith_CoverLetter
- JohnSmith_Resume
- JohnSmith_MDF
- JohnSmith_Questionnaire

Thanks again for your interest in Kiski Valley Presbyterian Church. We look forward to hearing your story and exploring God's plan for you and your possible relationship with our church family. May the Lord grant you wisdom as you seek His face in this process of discerning a new call in ministry.

