

SENIOR PASTOR

Applicant Package

Draft Senior Pastor Applicant Package

ANNOUNCEMENT OF SENIOR PASTOR OPENING AT GRACE CHURCH:

Grace Church is a congregation of the Presbyterian Church in America and a member of the Catawba Valley Presbytery. We are currently searching for a man to serve as our next Senior Pastor. We are a medium size church in Harrisburg, a suburb near Charlotte, North Carolina. Our mission is to passionately proclaim the gospel of Jesus Christ as it is revealed in the Bible.

A more detailed description of our church and the Senior Pastor position is provided below.

INSTRUCTIONS FOR APPLYING:

If you are interested in applying for the Senior Pastor position at Grace Church, please go to our website at graceharrisburg.org and click on the icon, "Apply for Senior Pastor position" for the Advertisement Information Packet which includes:

- Instructions for applying
- PCA Church Profile Form
- Church Profile
- Senior Pastor Profile
- Ministerial Data Form (MDF)
- Questionnaire

All applicants shall either mail or email their responses to:

Mailing address: Grace Church
2007 Stallings Road
Harrisburg, NC 28075

Email address: gracepsc@graceharrisburg.org

The advertisement will be open until **November 30, 2024**. This deadline may be extended at the discretion of the Pulpit Committee. Each applicant shall submit the following information:

- Resume
- Ministerial Data Form
- Complete answers to the Questionnaire including links to two sermons

For questions contact the church office at 704.455.9312 or email us at gracepsc@graceharrisburg.org.



Office of the Stated Clerk
1700 North Brown Road, Suite 105, Lawrenceville, GA 30043
Phone 678-825-1000 Email: pastorsearch@pcanet.org

CHURCH PROFILE FORM

Revised 8/2017

Check here if you would like to be added to our Ministry Opportunity List
(www.pcaac.org/get-involved/pastoral-job-positions/)

PART I -- BASIC DATA

1. NAME OF CHURCH: _____

ADDRESS: _____

TELEPHONE: _____ PRESBYTERY: _____

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: _____

MAILING ADDRESS: _____

TELEPHONE: _____ EMAIL: _____

3. TYPE OF COMMUNITY

- Inner City _____
- Urban (Downtown) _____
- Urban (Residential) _____
- Suburban _____
- Small Town _____
- Rural _____
- College _____
- Retirement _____
- Resort/Recreational _____
- Agriculture _____

4. TYPE OF CHURCH

- Church with Multiple Staff _____
- Church with Solo Pastor _____
- Mission Church _____
- Non-PCA Church _____
- Overseas Church _____

5. SIZE CHURCH

- Under 100 members _____
- 101-250 members _____
- 251-500 members _____
- 501-800 members _____
- 801-1,000 members _____
- 1,001-1,600 members _____
- Over 1,600 members _____

6. TYPE OF POSITION VACANT

- Pastor (Solo) _____
- Senior Pastor _____
- Associate Pastor _____
- Assistant Pastor _____
- Interim or Supply _____
- Lay Professional _____
(e.g. Educator, Musician)
- Pastoral Counselor _____

7. CONGREGATIONAL INFORMATION

- Average Attendance _____
- # of Adults over 65 _____
- # of Adults under 65 _____
- # of Teens _____
- Number of Children _____

8. FINANCIAL INFORMATION

- Total Income _____
- Benevolent Disbursements _____
- Church Expenses _____
- Ministers Compensation Package _____

9. MANSE:

(a) Does the church have a manse? ___Yes ___No (b) If "yes," is the pastor expected to live in the manse? ___Yes ___No

10. SCHOOL:

Does the church own or operate a school? ___Yes ___No

11. PROGRAMS AND OUTREACH

_____.	_____.
_____.	_____.
_____.	_____.
_____.	_____.
_____.	_____.

**PART II -- PASTOR CRITERIA DESIRED
(Check all that apply)**

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or nonordained experience):

- None needed _____
- 1-5 _____
- 5-10 _____
- 10-20 _____
- Over 20 _____
- No preference _____

B. Marital Status:

- Single _____
- Married _____
- No preference _____

PART III -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING:

Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.

CHECK NO MORE THAN SIX (6)

1. ___ WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
2. ___ PROCLAMATION OF THE WORD: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.
3. ___ SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
4. ___ CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
5. ___ HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
6. ___ CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
7. ___ COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.
8. ___ EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
9. ___ DISCIPLESHIP TRAINING
10. ___ ENCOURAGING THE MINISTRY OF THE LAITY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.
11. ___ MISSION BEYOND THE LOCAL COMMUNITY: Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. ___ DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.
13. ___ TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.
14. ___ INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.

15. ___ CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.
16. ___ ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.
17. ___ STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.
18. ___ EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.
19. ___ CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.
20. ___ DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED

Please check **NO MORE THAN SIX (6)** primary pastoral ministry strengths or experience expected for this position.

- | | | | | |
|-------------------------|-----------------------|-------------------------------|-------------------------|---------------------------|
| ___ Preaching | ___ Teaching | ___ Evangelism | ___ Discipleship | ___ Worship Leadership |
| ___ Team Work | ___ Counseling | ___ Youth Work | ___ Leadership Training | ___ Church Administration |
| ___ Christian Education | ___ Singles Ministry | ___ Stewardship | ___ Diaconal Ministry | ___ Ministry to Seniors |
| ___ Pastoral Visitation | ___ Community Service | ___ College & Career Ministry | | |

Grace Church Profile

QUICK FACTS

Membership

263 (communing and non-communing)

Officers

1 Teaching Elder

4 Ruling Elders

3 Deacons

Staff

1 Associate Pastor

1 Part-time Assistant Pastor

1 Part-time Church Secretary

1 Part-time Pianist

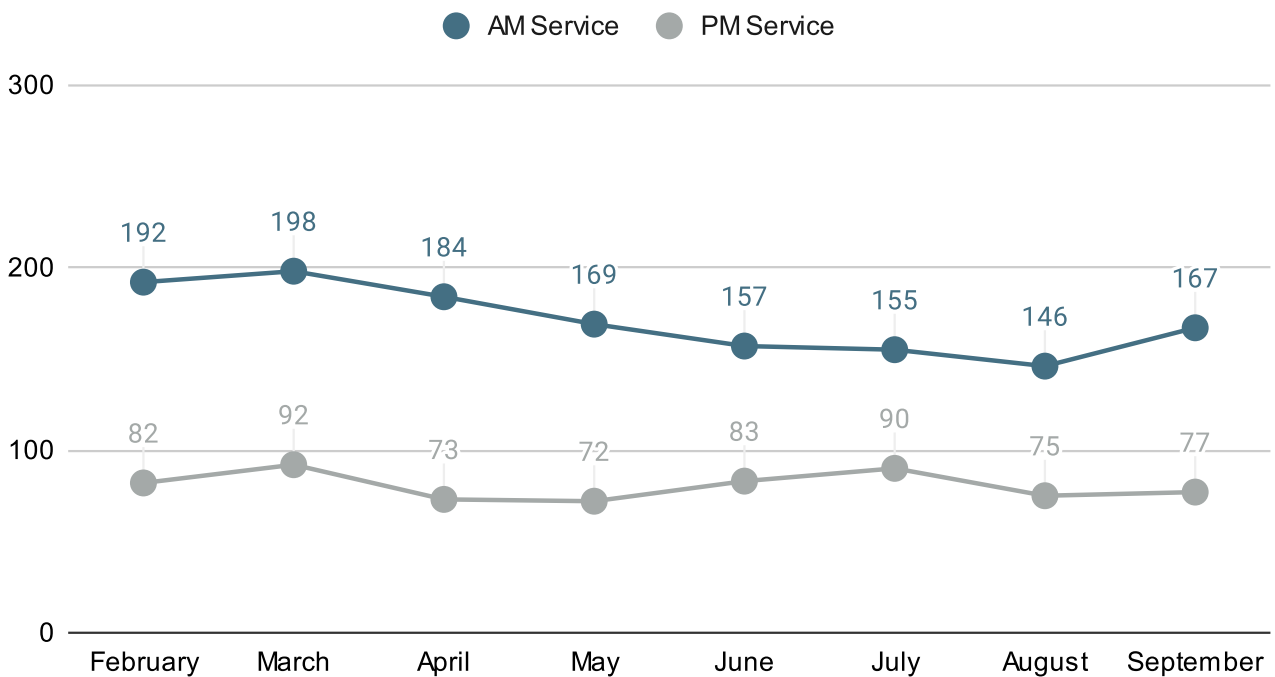
Property

A four-acre campus in Harrisburg, NC (a suburb of Charlotte). The campus is comprised of 3 buildings, including a sanctuary with a seating capacity of just over 350.

Attendance Trends

Average Worshipers at Morning Worship Service: 172 Average Worshipers at Evening Worship Service: 81

Grace Church Monthly Average Attendance



Ministries

Lord's Day Worship (AM & PM), Sunday School, Mid-week Prayer Meeting, Wednesday Children's Program, Youth Ministry, Women's Ministry, Men's Prayer Breakfast, VBS, Adult Choir, Livestream, Radio Show, Podcast.

Missions

Various PCA missionaries and missions.

Various non-PCA missionaries and missions, including: Gate Pregnancy Center, Equipping Leaders International, and New Aberdeen College.

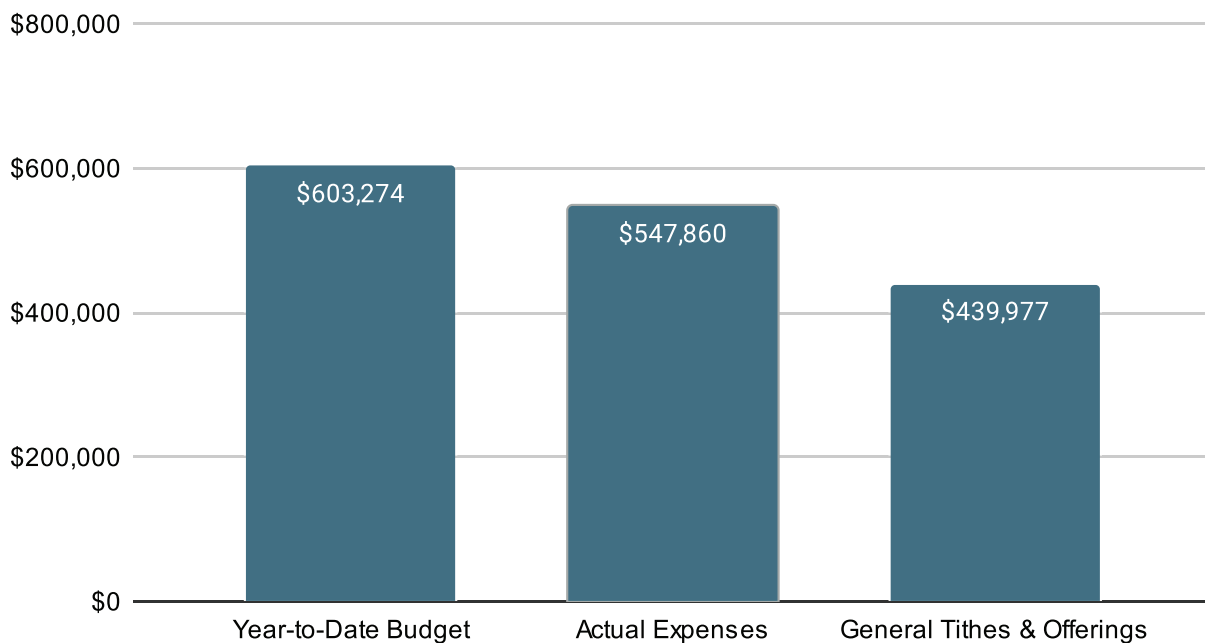
15% of undesignated tithes and offerings is given to the missions committee budget.

Financials

No Debt.

Current Assets Estimated at \$1,448,260.00.

Financial Report (January-August 2024)



MISSION, VALUES, AND IDENTITY

Mission Statement

Our mission is to passionately proclaim the gospel of grace to the glory of God and transformation of man.

Values

As CHRISTIANS, we value the gospel of Jesus Christ as it is revealed in the Bible.

As REFORMED CHRISTIANS, we value the doctrines of grace as articulated most succinctly in the solas of the Protestant Reformation—that sinners are saved by grace alone through faith alone in Christ alone, that the highest authority on matters of faith and salvation is Scripture alone, and that the chief end of all creation is the glory of God alone.

As PRESBYTERIAN REFORMED CHRISTIANS, we value the form of government and rules of discipline that are outlined in the *Book of Church Order*, a historic document that outlines how a church ought to conduct itself in its governance, discipline, and worship so as to do things decently and in order (1 Cor 14:40).

Identity

Within the broad world of presbyterian and reformed Christianity, there exists a wide range of priorities, points of emphasis, and viewpoints. The graphics below highlight some of the distinctions that characterize Grace Church. It must be acknowledged that what a congregation is and what a congregation *wants to be or ought to be* are not always perfectly aligned. That being the case, the values listed below are each approximated on a continuum in order to emphasize that these characteristics are not absolute; however, these graphics give a fairly accurate sense of the values and positions that predominately characterize Grace Church.

CONFESSION OF FAITH

STRICT SUBSCRIPTION

GOOD FAITH SUBSCRIPTION



LITURGY

TRADITIONAL

CONTEMPORARY



FORMAL

INFORMAL



EXPOSITORY PREACHING

THERAPEUTIC PREACHING



DISCIPLESHIP

MEANS OF GRACE DRIVEN

PROGRAM DRIVEN



GENDER ROLES

COMPLEMENTARIAN

EGALITARIAN



EDUCATION PHILOSOPHY

CHRISTIAN (PRIVATE OR HOMESCHOOL)

PUBLIC



OUR IDEAL PASTOR

Character

The most important and essential character qualities of a pastor are the ones which Scripture requires and outlines in 1 Timothy 3:1-7 and Titus 1:6-9. These essential qualities will certainly not be perfectly demonstrated in any man, but they should be visibly and objectively typical of those men whom God calls as pastors.

Giftings

The most important duty of a pastor and the one which most distinguishes his call from others in the church is the task of preaching the Word of God. We desire a pastor who enjoys and is gifted at explaining God's Word with precision, illustrating it with propriety, and applying it with wisdom to God's people.

Grace Church is in need of a pastor who views the administrative tasks of the church as important and spiritually helpful. The administrative tasks we have in mind include moderating the Session, managing the weekly rhythms of our congregation, and developing and executing realistic long-term ministry goals, such as planting new churches.

While aptness to teach is of immeasurable importance in a pastor's work, the winsomeness of a gracious and hospitable spirit is a rare but essential quality and one that we hope is consistently demonstrated in our pastor.

Views

While not all of our members are whole-hearted adherents to the Westminster Confession of Faith, we desire that our pastor enthusiastically lead us in the direction of learning to be robustly, yet winsomely reformed not merely in confession but also in practice.

(Allowable exceptions to the *Westminster Confession of Faith*: the strictness with which the Westminster Divines ordered their sabbath day, specifically with regard to recreation)

(Unallowed exceptions: Framework or Day/Age Theory views of creation; the ordaining of women)

Values

- Conscientious Adherence to the Westminster Confession of Faith and Its Catechisms
- Enthusiastic Commitment to Presbyterian Church Polity
- Winsome Reliance on the Ordinary Means of Grace (Word, Sacrament, and Prayer)
- Consistent Practice of Faithful, Expository Preaching
- Sincere Encouraging of Reverent and Joyful Excellence in Corporate Worship
- Faithful Modeling of the Priority of the Family
- Intentional Pursuit of Kingdom Expansion through Church Planting

Qualifications

- Ordained in the PCA
- M.Div or its equivalent
- Minimum of 7 years of experience in pastoral ministry
- Minimum of 3 years of consecutive experience in one field of ministry

SENIOR PASTOR PROFILE (PRIMARY DUTIES):

WORSHIP

- Prepare liturgy and provide preaching for Sunday Morning services
- Work with staff to schedule preaching for Sunday Evening services.
- Lead in the Sacraments of Baptism & Communion.
- Officiate/participate in weddings & funerals as required.
- Lead and delegate as needed for additional responsibilities including music ministry, audio/visual services, and livestream services.

DISCIPLESHIP

- Participate and/or work with staff for periodic Officer Training.
- Coordinate New Member's classes and the joining of new members.
- Provide support to the Church as assigned including: (1) Serve the body through Shepherding Groups as assigned. (2) Perform Pre-marital & Marital counseling as requested. (3) Perform Biblical counseling as requested. (4) Mentor Elders & Deacons as needed.
- Oversee the Wednesday Night Teaching, Sunday school and Youth discipleship.
- Oversee the various discipleship avenues of Grace Church, including Sunday School (Nursery through Adult), Wednesday Night Bible Study (Nursery through Adult), Small Groups (Ladies' Bible Studies, Men's Prayer Breakfast, Men's Accountability Groups).

OUTREACH

- Cast a vision / provide direction for staff and congregation for evangelism outreach.
- Lead the visitation effort alongside the Assistant Pastor of Visitation including hospital and in-home visits.
- Support the Pastoral staff in Church Planting efforts as directed by the Session.

ADMINISTRATION

- Lead staff meetings
- Serve as Moderator for Session meetings and participate in Diaconate meetings.
- Attend Presbytery meetings & serve on committees as led.
- Provide guidance on direction for General Assembly & attend as necessary.
- Provide information to the Budget Committee as requested. Provide requests for money needed for ministries that the Sr Pastor is accountable for.
- Supervise Administrative Staff

Note: The Senior Pastor Profile is meant to be a framework to serve as a guide for selecting the next Senior Pastor. It is not our desire to fit the new senior pastor into a certain mold, but to leverage his gifts for the glory of God.

GRACE CHURCH SENIOR PASTOR APPLICANT
QUESTIONNAIRE

1. Do you have your M.Div. or equivalent? If you have the equivalent, please explain.

2. Are you ordained in the PCA? If not, are you eligible to become ordained?

3. Do you have a minimum of seven (7) years' experience in the pastoral ministry?

4. Do you have a minimum of three (3) years of consecutive experience in pastoral ministry in one location?

5. Do you adhere to the *Westminster Confession of Faith* without exception? If not, please list exception(s) with reasons.

6. Please describe your view on creation. Include in your answer your view on six-day creationism.

7. Please provide your view on Discipleship, its importance, and your approach to incorporating it as part of your ministry.

8. Please provide your view on Outreach/Evangelism, its importance, and your approach to incorporating it as part of your ministry.

9. Please describe your qualifications as a Teaching Elder as it relates to 1 Timothy 3 and Titus 1.

**GRACE CHURCH SENIOR PASTOR APPLICANT
QUESTIONNAIRE**

10. Please describe what you believe to be your Spiritual Gift(s).

11. Please describe your views and experience regarding Church Planting.

12. Please describe your skills regarding Counseling and your level of experience.

13. Please describe your Leadership skills as it relates to serving in a pastoral role in a church.

14. What are the important communication skills needed to be an effective pastor? Do you believe you exhibit these skills? Rank yourself from 1-5 (5 being the highest) on verbal communication skills. Rank yourself from 1-5 (5 being the highest) on written communication skills.

15. Please provide your marital status and number of children. Have you ever been divorced? If so, were there Biblical grounds for the divorce? Please explain.

16. Please select two sermons that you have preached and provide the link (this can be audio or video).

Grace Presbyterian Church, PCA

2007 Stallings Rd. • Harrisburg, NC 28075
704-455-9312 • gracepsc@graceharrisburg.org