



September 30, 2024

Dear Pastoral Candidate,

Thank you for your interest in the soon-to-be-vacant Senior Pastor position at Town North Presbyterian Church in Richardson, Texas. We are excited to present the following information packet as a means to introduce our church and the local area.

As a church, we are committed to remaining a reformed and confessional presence in the city of Richardson, holding to the Bible as the inerrant Word of God and the standards of doctrine expressed in the Westminster Confession. We take the Great Commission seriously, seeking to make disciples of Jesus Christ in Richardson, North Texas, and to the ends of the earth. In the following pages you will read about some of the ministries through which we seek to achieve these aims, although we are reliant on the Holy Spirit to make any of our efforts fruitful.

Our Sunday morning worship services are characterized by expository preaching combined with a blend of traditional hymns, psalms and contemporary worship songs. Our services are liturgical in nature, as the gospel is consistently expounded through every aspect our time together. Examples of Worship Guides are available on our website. The Lord's Supper is celebrated twice per month.

The Senior Pastor vacancy has arisen as a result of Pastor David Rogers being called to the overseas mission field, after 14 fruitful years of service at Town North. The congregation is in a healthy state, and we have many exciting opportunities ahead of us, including the recent arrival of the Dallas campus of Reformed Theological Seminary, which now occupies one of the buildings on our church property.

We are trusting in the Lord to reveal the man He has chosen to lead Town North into the next phase of our life together. If you feel that the Lord may be calling you to our church, please send a résumé, three references, and your questionnaire responses to candidates@tnpc.org. Likewise, if you have any questions about our church or the application process, please contact us at the same email address. We look forward to hearing from you.

Yours in Christ,

The Town North Pulpit Search Committee



Senior Pastor Job Description

This Senior Pastor Profile and Information Packet is designed to share a ministry opportunity at Town North Presbyterian Church, and to seek those interested in exploring a call to serve with us. Please review the packet and prayerfully reflect on the role and required skills to discern whether this ministry opportunity would be right for you or someone you know.

Open Position

After serving as Town North's senior pastor for over thirteen years, in January of 2024, David Rogers shared with the congregation that he and his wife Kelly were called to the mission field in Uganda. To give the church adequate time to find a new senior pastor and to give David and Kelly time to prepare to go overseas, Pastor Rogers expressed a willingness to remain in his role through June, 2025.

Mission Statement

Town North Presbyterian Church is a community of disciples making disciples of Jesus.

Town North Presbyterian Church

1776 N. Plano Road
Richardson, Texas
75081

www.tnpc.org

Senior Pastor Primary Responsibilities

Preaching

- Committed to expository preaching, calling the congregation to personal faith in Christ, repentance, and growing in Christ-likeness
- Committed to study and prayer in order to prepare for and continually grow in Christ-exalting preaching
- Plan and lead the various worship services of the church and provide leadership in seeking qualified persons to fill the pulpit when absent
- Administer the Sacraments of Communion and Baptism

Shepherding

- Train disciples, with an emphasis on identifying, equipping, and encouraging men to serve as elders and deacons
- Encourage and equip men and women as ministry leaders
- Develop congregational spiritual growth, encourage personal/family worship, and provide weekly opportunities for corporate prayer
- Develop congregational fellowship by supporting and maintaining groups in which members can love and support one another
- Work with others to promote pastoral care and shepherding, with an emphasis on caring for the ill and bereaved



Mission

- Committed to leading the congregation to seek the lost and plant churches locally, nationally, and globally
- Encourage the church to participate in the Church's worldwide mission
- Help the church be effective in evangelism

Senior Pastor Additional Responsibilities

Coordinating Ministry

- Shepherd, train, and equip fellow elders on the Session
- Partner with fellow elders to communicate vision and direction and to coordinate church ministries
- Serve as the senior member of the staff and supervising and coordinating other staff members
- Make temporary changes in staff duties and responsibilities as necessary and reporting such actions to the Session for their advice and counsel
- Collaborate with the associate pastor to work as a team to address the ministry needs at Town North. While the associate pastor is in a supportive role to the senior pastor, the senior pastor will seek the input of the associate pastor, as well as develop a relationship in which both pray for and encourage one another in ministry

North Texas Presbytery Engagement

- Engage in the ministry of the North Texas Presbytery
- Attend North Texas Presbytery meetings unless providentially hindered
- Serve in such capacities as the Presbytery may request or direct
- Ensure that the Session receives appropriate reports on the activities of the Presbytery at each stated meeting or more often as deemed necessary



Desired Qualifications and Experience

Theology and Ecclesiology

- Commitment to theology as defined by the Presbyterian Church in America's statement of faith.
- Deep commitment to God's Word and the Doctrines of Grace
- Engagement in the broader body of Christ and willingness to partner with other churches and ministries

Personal Traits

- Commitment to regular reading of God's Word
- Good listener – seeks to understand others' concerns and thoughts, values input from others
- Servant Leader – uses his position to help elders, deacons, and ministry leaders to faithfully do the work of ministry
- Personable and engaging – able to work with a broad diversity of people in various stages of life
- Effective in conflict management – able to counsel and correct with wisdom, compassion, and gentleness; working with the Session to handle situations that require church discipline

Gifts, Abilities, and Heart

- Humble hearted
- Shepherding
- Rich prayer life
- Preaching
- Committed to local and global missions
- Relationally-oriented and approachable

Education and Experience

- MDiv or ThM required
- Five or more years of pastoral ministry experience in a church, preferably as a senior or associate pastor in a church of 100+
- Significant preaching experience
- Experience in leader development desirable
- Experience in managing and supervising staff desirable

Interested candidates should submit a resume, three references, and questionnaire responses to candidates@tnpc.org.

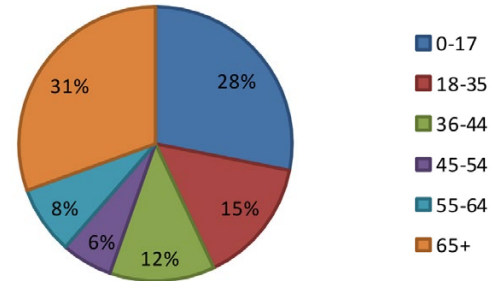


Information Packet

Church membership/attendance “By the Numbers”

- 180 – Average weekly attendance
- 99 – Family units
- 197/52 – Communing/Non-Communing members
- 15 – Average number of visitors on a Sunday
- 70 – Members under the age of 18

Members by Age Range



Town North has a good spread of ages represented among the membership, including a healthy number of families with children. The 18-35 age group is somewhat under-represented (bear in mind that the 15% in the chart covers an age range of 18 years compared to 9 years for each of the next three ranges). We do not have many young adults/singles. There is also a relatively low number of members in the 45-64 range, but a larger group of 65+ members.

Summary of the Current State of Town North

Town North is in a time of stability and fruitful ministry. Pastor Rogers has said that he feels very supported by the congregation and the session, and the congregation, generally, is pleased with the direction of Town North. There are currently not any apparent factions or dissensions. In all this, God receives the glory. As the TNPC Timeline, below, shows, God has been leading TNPC on a trajectory of mission work, particularly with international groups and people of other faith. We interpret His leading as taking TNPC toward facilitating the planting of indigenously-pastored foreign churches, particularly in the Middle East and Africa.



TNPC Timeline

1970 – In the summer of 1970, a small group of reformed Christians in Richardson, TX began meeting as a “mission” church of the Reformed Presbyterian Church Evangelical Synod (RPCES). Rev. George Soltau served as the organizing pastor.

1971 – This church plant, officially named The Reformed Presbyterian Church of Dallas, was received into the Southwest Presbytery of the RPCES denomination as a “particular” church in November.



1972 – The Reformed Presbyterian Church of Dallas changes its name to Town North Presbyterian Church (RP) in March. Rev. J. Harris Langford called to be the first regular Pastor of Town North on April 22nd, and he is installed on November 19th.

1973 – On October 1st, a \$100,000, 100-year loan from the National Presbyterian Missions was extended to Town North to purchase an existing church owned by Faith Temple Community Church located on five acres of land at 801 West Campbell Road in Richardson, across from the University of Texas at Dallas. The total purchase price was \$165,000, which included all furnishings. On November 18th, 1973, we dedicated our first church building with a Vesper Service of Dedication to God. This was our Church’s first permanent location and remained so until August 1st, 1994.

1975 – Rev. Langford resigns and moves to Montgomery, Alabama.

1976 – Rev. Clarence R. Mays called to be the second Pastor of Town North on April 21st.

1979 – Town North suffers a major conflict. The theological beliefs of the pastor differed from the theology of the RPCES, resulting in a church split and the resignation of Rev. Mays. By God’s grace and His faithfulness to His church, Town North continued to persevere.

1980 – After graduating from Covenant Theological Seminary, David H. Clelland accepted the call as Pastor of Town North on February 24th, to become the church’s third pastor. He was ordained and installed as pastor on June 22nd, and served faithfully for the next 28 years, stepping down in August 2008.

1982 – On June 14th, the Reformed Presbyterian Church, Evangelical Synod (RPCES) joined the Presbyterian in America (PCA). Town North joined the PCA at this time along with 86 other RPCES congregations. Town North joined 17 other churches to create a new Texas presbytery.

1993 – On July 9th, Town North sold its church property at 801 West Campbell Road to the Asian Baptist Church of Richardson. The proceeds of this sale were used to purchase another property at 1776 North Plano Road in Richardson. Plans were set in place and construction commenced on a new sanctuary and administration/education building.



1994 – In August, Town North begins worshipping at its current location.

2008 – The church suffers another major trial as the church’s leadership was split over irreconcilable differences. The North Texas Presbytery requested that the Teaching Elder and all Ruling Elders step down from their positions, and the congregation lost a significant number of members as well. Even throughout this great struggle, God once again protected His church. May we always be thankful for God’s incredible provision for His Church and His people.

2010 – Rev. David J. Rogers was called to become the fourth Senior Pastor at Town North, was installed on October 3rd, and continues to serve today.

2022 – On November 5th, celebrations are held to commemorate Town North’s 50-year anniversary and thank God for His faithfulness through the decades.

2024 – In January, Rev. Rogers announces his intention to step down as Senior Pastor of Town North in 2025, in order to go onto the mission field overseas. Later in the year, the Dallas campus of Reformed Theological Seminary (RTS) moves into the former Administration building on the Town North campus.

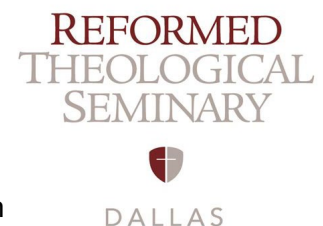
Town North’s History within the Larger Presbytery

- Town North has planted and assisted in planting churches in the North Dallas suburbs.
- Town North provided leadership in building the North Texas Presbytery of the PCA after joining the PCA from the RPCES.
- Women from Town North have served in the Presbytery in leadership roles for Women in the Church.
- Town North Elders have served as committee chairmen in the Presbytery.
- Town North was instrumental in assisting churches in the Presbytery develop world missions programs.
- Town North has assisted other start-up churches in the Presbytery with funds, elder and pastoral assistance, as well as providing other leadership assistance.
- Town North has been active in General Assembly committees and sub-committees.
- Town North has been very active in working with Missions to the World to build church relations between U.S. churches and foreign mission’s churches, including a sister church in Mexico City where Town North and the missions church in Mexico City engaged in a kind of youth group exchange program between the churches.

RTS-Dallas Relocation to Town North’s Campus

We are excited to see what God will do in our midst as we look to the future. The presence of RTS on campus could lead to a great many opportunities for a close working relationship with Town North. Although it remains to be seen how God will use this new arrangement, it seems that Town North could play a key role in training up, giving practical experience to, and sending out a new generation of pastors and church planters across the DFW area, the US, and the world.

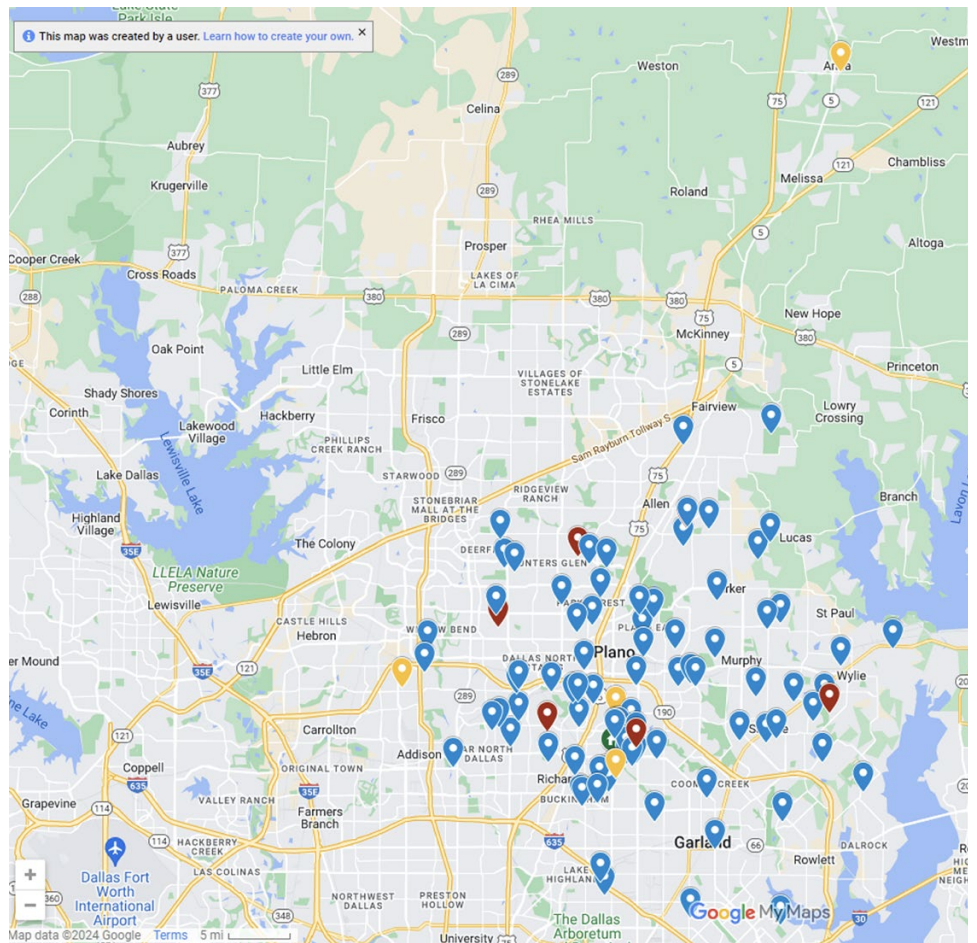
- RTS-Dallas and Town North will remain separate entities, with their own vision and mission statements, staff, and internet technologies.
- RTS-Dallas and Town North will share some resources, such as RTS’s library, seminary professors for Sunday morning teaching and preaching, student discounts for Town North members, and opportunities for seminary students to serve at Town North.
- RTS-Dallas and Town North’s initial term is for four years with the option of renewal in two-year increments.
- Town North will be paying for much of the up-front costs for RTS-Dallas to move to our campus. This will be paid back by Reformed Theological Seminary beginning June 1, 2025.



Geographic Dispersion

The membership of Town North is spread across a wide geographic area in the northeast of the DFW metroplex, and many members drive a considerable distance in order to attend Town North. In common with many other PCA churches, Town North is seen as a “destination church”, with people attracted by the desire to attend a PCA church, whether or not they live in the community.

The image to the right shows the geographic dispersion of Town North members, elders, and deacons. Members are shown in blue, elders in red, and deacons in yellow. The church campus is shown in green:



Key **Members** **Elders** **Deacons** **Town North**

Note the scale at the bottom of the map. It is not uncommon for church members to live 10 or more miles away from the church campus.

In total, 14 different cities within the DFW metroplex are represented in the Town North membership. Although Richardson is the most represented city, only a plurality of church members lives in Richardson, not a majority. This holds true regardless of whether we divide the membership up by family units, or count individual members, and whether children are included or excluded.*

It may be noteworthy that the percentage of children living in Richardson is low compared to the adult membership living in Richardson. While there are many exceptions, it appears that it is more likely that families – especially larger families – live farther afield than Richardson, whereas the Richardson-based members skew towards older couples, younger couples without children, and singles.

% of Adults Living in Richardson	33.3
% of Children Living in Richardson	14.6
% of all Members Living in Richardson	27.3
% of Family Units Living in Richardson	36.5

*Information based on church directory as of June 2024. Numbers are intended to be representative as directory may not be 100% accurate in reflecting active Town North members.

Key Ministries

Town North is an active church with a number of well-established ministry areas. While there is an emphasis on the importance of worship on Sunday mornings, there is much more going on over the course of the week.

The following is a non-exhaustive list of Town North's ministries:

- Men's Bible Study
- Women's Bible Study
- Men's Prayer Team
- Women's Prayer Team
- Wednesday night and Sunday morning prayer meetings
- Infant and toddler nurseries
- Children's, youth and adult Sunday Schools
- Covenant Clubhouse – a club for elementary school-aged children that meets on Sunday evenings, with a focus on catechism and Scripture memorization
- Youth group
- Life groups – smaller, same-sex groups that meet together on a weekly basis for Bible study, prayer, and discipleship
- Home groups
- Outreach to senior living facilities
- MEHR (Middle Eastern Heritage Reformed) Ministries – seeking to spread the gospel among people in the Middle East, with a particular focus on Lebanon and Iran
- World missions committee – we have a number of mission partners that we support financially and in prayer. World missions is a high priority for Town North.
- For the Nations Refugee Outreach – Town North has partnered with For the Nations for several years, and many church members have been involved with outreach to refugees in the DFW area.
- UTD (University of Texas at Dallas) student outreach. Town North is involved with the work of the Reformed University Fellowship International (RUF) in its outreach to international students at UTD, taking part in activities such as “dinner and discussion” evenings with UTD students, welcome parties and holiday celebrations.
- In addition to the above, Town North is committed to the work of the North Texas Presbytery of the PCA.



Countries where TNPC Has Had Mission Trips or Supported Missionaries

City of Richardson within the Dallas-Fort Worth Metroplex

Richardson is an established suburb of Dallas that has top-ranked public schools and is heavily influenced by the tech sector and the 1990s Dotcom boom. The University of Texas at Dallas, located in Richardson, has worked toward Tier 1 research university status, and is known for its computer science, engineering, and business programs, as well as having the largest percentage of international students at any Texas university.

Several major business hubs are in Richardson. Texas Instruments built a large campus 4 miles from Town North at Renner and Alma. State Farm recently built a large corporate office 3 miles from Town North at Renner and Campbell. Other established businesses in Richardson include Honeywell, another semiconductor organization, and RealPage's corporate offices near the church at Campbell and Highway 75.

Richardson has an active arts community as well as several well-maintained parks and trails. The Cottonwood Arts Festival and the Wildflower Festival are important Richardson events. The Eisemann Center, where the Plano Symphony Orchestra plays, is just 1.5 miles from Town North.

Because of the presence of UT Dallas, Texas Instruments, and Richardson's location on Highway 75 that leads to the city of Sherman where another Texas Instruments hub will be located, the City of Richardson is part of the Texoma Semiconductor Tech Hub as part of the CHIPS and Science Act. This will likely bring more people from various cities and countries to the local area.



Reference: <https://www.richardsoneconomicdevelopment.com/why-richardson/downtown-core-district>

Demographics as of 2020:

(See <https://www.richardsoneconomicdevelopment.com/why-richardson/diversity-demographics>)

- White: 53%
- Hispanic or Latino: 17%
- Asian: 15%
- Black or African American: 12%
- Other: 3-4%

Median age in Richardson is 35.4 years (compared to 35.6 years for the U.S.)

Median Household Income: \$85,350

Many of Richardson's other features can be found at:

<https://cor.net> and <https://www.richardsoneconomicdevelopment.com/>

Pew Research center's Religious Landscape Survey for the Dallas metro area can be found here:

<https://www.pewresearch.org/religious-landscape-study/database/metro-area/dallasfort-worth-metro-area/>

Notably 78% of respondents self-identify as Christian, 18% as religious "nones," and 4% as non-Christian faiths.

U.S. Religion Census (2020):

Dallas County has 93.4 congregations per 100,000 people

Collin County has 54.1 congregations per 100,000 people

Recent Trends

Since 2020, an influx of people has moved to the area, increasing housing costs such that people who were already living in the North Dallas area, which includes Richardson, are either locked into their current homes that they bought at a lower interest rate, or have found that buying a home within Plano, Dallas, or Richardson city limits is prohibitively expensive. Fifty-two percent of the houses in Richardson are in the \$300,000 - \$499,000 range and skews more expensive, on average, than Dallas proper. Richardson has a reputation for having some of the highest property taxes in the metroplex; however, Richardson is mostly comparable to Dallas, proper. For this and other reasons, young families struggle to buy homes in Richardson resulting in RISD closing several elementary schools in the coming school year (2024-2025).

Community Outreach Opportunities

One of the greatest areas of outreach both within the church and in the community is the number of international students (UTD's RUF-I) and people who moved to the area for business. UT Dallas has the largest percentage of international students at any Texas university, with most international students coming from the continent of Asia (India, China, etc.). Additionally, Town North has interacted with For the Nations Refugee Outreach and conducted dialogues with the local mosques. (See list of key ministries above.)

Town North Leadership

Elders

David Rogers - Teaching Elder
Andrew Cies - Teaching Elder
Joel Aguilar - Ruling Elder
Wayne Bowman - Ruling Elder
David Hitt - Ruling Elder
David Schlimme - Ruling Elder

Deacons

David Brugger - Finance/Mercy
Andrew Carlson - Mercy
Mark Poovey - Mercy
David Zeiger - Chariman/Mercy



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: Town North Presbyterian Church

ADDRESS: 1776 North Plano Road, Richardson, TX 75081

TELEPHONE: 972-235-1886

PRESBYTERY: North Texas

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: David Hitt

MAILING ADDRESS: Town North Presbyterian Church, 1776 North Plano Road, Richardson, TX 75081

TELEPHONE: 972-235-1886

EMAIL: office@tnpc.org

3. TYPE OF COMMUNITY

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

4. TYPE OF CHURCH

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

5. SIZE CHURCH

- Under 100 members _____
- 101-250 members X _____
- 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 X _____
 Associate Pastor _____
 Assistant Pastor _____
 Interim or Supply _____
 Lay Professional _____
 (e.g. Educator, Musician)
 Pastoral Counselor _____

7. CONGREGATIONAL INFORMATION

Average Attendance 180
 # of Adults over 65 82
 # of Adults under 65 92
 # of Teens 24
 Number of Children 50

8. FINANCIAL INFORMATION

Total Income \$1,041,203
 Benevolent Disbursements \$217,872
 Church Expenses \$922,107
 Ministers Compensation Package \$135,000

9. MANSE:

(a) Does the church have a manse? ___Yes X 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 X No

11. PROGRAMS AND OUTREACH

Small Groups (Fellowship groups & Life groups) _____	RUF-I University of Texas at Dallas _____
Men's & Women's Bible Studies _____	Mercy ministries _____
Youth Ministry _____	MEHR Ministries (Arabic & Farsi speakers) _____
Covenant Clubhouse (catechism training for children) _____	Reformed Theological Seminary - Dallas campus _____
Sunday School _____	Women's ministries _____

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 X _____
 10-20 _____
 Over 20 _____
 No preference _____

B. Marital Status:

Single _____
 Married X _____
 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.

- | | | | | |
|---|--|--|---|--|
| <input checked="" type="checkbox"/> Preaching | <input checked="" type="checkbox"/> Teaching | <input checked="" type="checkbox"/> Evangelism | <input checked="" type="checkbox"/> Discipleship | <input checked="" type="checkbox"/> Worship Leadership |
| <input type="checkbox"/> Team Work | <input type="checkbox"/> Counseling | <input type="checkbox"/> Youth Work | <input checked="" type="checkbox"/> Leadership Training | <input type="checkbox"/> Church Administration |
| <input type="checkbox"/> Christian Education | <input type="checkbox"/> Singles Ministry | <input type="checkbox"/> Stewardship | <input type="checkbox"/> Diaconal Ministry | <input type="checkbox"/> Ministry to Seniors |
| <input type="checkbox"/> Pastoral Visitation | <input type="checkbox"/> Community Service | <input type="checkbox"/> College & Career Ministry | | |



Pastoral Candidate Questionnaire

Please briefly answer questions 1-15 below (in most cases, one to three paragraphs should suffice). Questions 16-23 may be answered in writing as well or, if preferred, answered verbally later on in the interview process.

1. How did you become a Christian?
2. Describe your calling to be a pastor: When did you know you were called to be a pastor? How did you discern that calling?
3. Which seminary professor had the greatest impact on your training for ministry? Describe your relationship with him and explain why he stands out to you.
4. What books have been most influential in shaping your spiritual life and theological views?
5. Which pastors have been most influential in shaping your spiritual life and theological views?
6. How do you allocate your time in a typical week between the various duties and responsibilities of a pastor (i.e., sermon prep, visiting with congregants, administrative work, etc.)?
7. Ministry is not just a one-person job but a calling that involves both husband and wife. How does your wife support your calling to ministry? In what ways does she support the church, or how is she involved in the ministry of the church?
8. What do your daily and weekly personal devotionals look like? What has God been showing you lately? What does your personal prayer life look like?
9. Any time you have two or more people together, there is the potential for conflict. Tell us about a time when you experienced conflict with someone who was not in your family. What was the situation? How did you respond? What was the outcome? Looking back, what did you learn and how did you grow from that situation?
10. The term “shepherding” can have different meanings. Using a specific situation in your most recent ministry context, describe how you engaged in shepherding with a congregant. What steps were involved? What were some of the outcomes?



11. There are times when an unrepentant member of the church must undergo discipline (ref. Matthew). Where would you place the practice of church discipline within the priorities of a senior pastor? Can you provide an anonymized example of how you handled a church discipline issue?
 12. There are some passages of scripture that are difficult to interpret or that some perceive as antithetical to other parts of scripture, such as Psalm 137:9. How do you handle these difficult texts, both from the pulpit and when individuals ask you about them?
 13. What do you believe is the greatest threat to the Church today, and what do you believe is the best way to address this with your congregation?
 14. Since 2019, the PCA General Assembly has voted on the issue of same-sex attraction and pastors and elders who identify as gay. What is your position on this issue and – to the extent that you attended PCA General Assemblies since then – how did you vote on the various overtures addressing this issue?
 15. Do you subscribe to the Westminster Confession of Faith and the Westminster Shorter and Larger Catechisms? Do you have any exceptions to the Westminster Standards? If so, what are those exceptions?
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16. What do you believe is the most significant heresy or false doctrine that impacts the Church today, and how do you think this should be addressed from the pulpit as well as on an individual level?
 17. What is your view on apologetics, including apologetic method? Briefly explain how apologetics fits within the context of missions, evangelism, and Christian education.
 18. Continuing education, particularly in Biblical languages, is important for maintaining the skills necessary for good hermeneutics. What efforts are you taking to continue to be sufficiently familiar with the Biblical languages (Hebrew and Greek)?
 19. Briefly describe how the law of God – including the Decalogue – is still relevant for Christians today and how you incorporate God's Law into your shepherding and preaching? Specifically, how would you approach someone at Town North who thinks that the Old Testament is not applicable in the Christian life?



20. Explain how your view on covenantal theology informs how you prepare for a sermon, decide what to emphasize when teaching and preaching, provide spiritual counsel, and administer the sacraments.
21. Have you had to apply the regulative principle when making specific decisions about worship? If so, please describe. If not, how would you apply the regulative principle in a hypothetical scenario? Have your views on how to apply the regulative principle changed over time?
22. How would you respond to someone at Town North who tells you that: a) we should not be baptizing infants but rather, should only baptize those who make a profession of faith; and b) the church should be entirely independent, not associated with a presbytery or general assembly, and not submit to the authority of such bodies?
23. Many have said that we live in a “Secular Age” and that more and more people self-identify as “nones.” Additionally, the rise of worldviews that run counter to the Christian worldview, such as materialism, are endemic in our culture. Briefly describe how you believe the local church as well as the Church should respond to being in an ever-increasing pluralistic setting.