

Wilmington Church Planter Profile Eastern Carolina Presbytery

The following characteristics describe our preferences for a church-planting teaching elder to start, grow, and ready for particularization a PCA mission church in Wilmington, N.C. Please see <http://www.pca-mna.org/churchplanting/PDFs/hotspots/WilmingtonNC.pdf> for an overview of our observations and plans regarding this historic, growing coastal city.

1. **Age:** At least 32 years old.
2. **Marital status:** Married, preferably with children.
3. **Ministry experience:** M.Div. minimum, plus at least 5 years pastoral experience.
4. **Christ-centered heart and ministry:** Must have a proven personal track record of living out the fruit of union with Jesus Christ. This consists of:
 - a. A demonstrable, long-standing and well-attested personal walk with Christ.
 - b. A record of repentance and softness of heart with an eagerness to deal forthrightly and in a gospel-centered way with his own sin and the sins of others.
 - c. A Christ-centered public and private ministry.
 - d. A thoroughly covenantal approach to life that holds together the indicatives and imperatives of the gospel of grace.
 - e. A humility that presses forward Christ's Kingdom without making the ministry "about himself."
5. **Gifts:**
 - a. Leadership. Must have a proven track record of leading teams.
 - b. Teaching. Must have proven track record of public and private Word-based ministry that results in changed lives. Able to connect the Bible's riches to life's realities.
 - c. Evangelism. Must have proven track record of leading people to Christ as a way of life. Must be a "people-gatherer," able to move into a new environment and rise to the top as an influencer and leader of men.
 - d. Administration. Must have proven track record of being able to manage a growing organization, and especially of recruiting and supporting people who can make the administrative tasks happen. Sees the importance of good order, and understands well the role of elders and deacons in the government and discipline of the church.
 - e. Hospitality. Must have proven track record of opening his home to people in ministry. His family's "kitchen table" must be a place of warmth and wisdom.
 - f. Visionary. Must have a proven track record of taking kingdom vision and praying/working them into reality.
6. **Family management:** Must have a proven track record of loving his wife, putting her first, and shepherding his children well.
7. **Support raising:** Must show aptitude for and willingness to raise 4-5 years of support.
8. **"Movement leader":** Must be attested to by references and experience as a man who can not only work on a particular church, but shows potential as one who can recruit, train, and deploy others as multiplying disciples.
9. **PCA:** Committed in mind and heart to our Standards, while being a capable, earnest peacemaker who believes in "the holy catholic church." This man also needs to be able to reach that demographic which typifies the PCA in North America (urban and suburban educated middle to upper-middle class) from which more targeted works can then spring.

Rationale: Since this will initially be the only PCA church in Wilmington, the church should be one that gathers well those who move to Wilmington and are already “in the PCA fold.” This does not mean that the church must be completely stereotypical of a “standard PCA church,” but that it should not aim narrowly at a small niche in regard to its target group. Future works in Wilmington will afford more opportunity for variance in this regard.

10. **University ministry.** Must demonstrate a reasonable expectation that he will be able to relate well in a university environment, both with professors and students.
11. **Southern sensitive.** Has a functional knowledge of how Wilmington's rich history has influenced and still informs its present culture. This man should be aware of any existing racial tensions that present challenges to the gospel's outworking in Wilmington. He should likewise be committed to seeing God's Kingdom manifested through social justice and mercy, seeking a gospel transformation that produces cultural impact in addition to individual and personal change.

He should also be able to look ahead to what Wilmington is becoming, and speak the gospel in all its forms to the emerging and more urban Wilmington. Yet he must do so in possession of the dignity and gravity required of a teaching elder who is truly a meek, earnest, gentle, thoughtful and cheerful servant of Christ.

Interested candidates should contact TE Byron Peters, Chairman of the Mission to North America Committee of Eastern Carolina Presbytery, at byron@cccpc.org or 919-338-1911.