

Christ the King Church of DeSoto, Texas  
Pastor Search  
Information Packet for Candidates

January 29, 2018

Christ the King Church (PCA) meeting in DeSoto, Texas is less than 5 years old, having been established as a mission church of the North Texas Presbytery in November 2010 and particularized in December 2013. We are currently a body of about 135 souls who are committed to the Reformed faith and the values of the Presbyterian Church in America.

Churches have personalities. Some are fellowship churches. Some are evangelism/soul winning churches. Some are service churches, and some are teaching/preaching churches. Christ the King is a teaching/preaching church. It is in her DNA. People have come, and we believe will continue to come, for the preaching and teaching. Christ the King's conservative, liturgical worship is intentionally crafted around the themes from each week's sermon. Our liturgy relies heavily on the incorporation of prayer, Scripture, and song to carry themes from Scripture throughout the entirety of each service.

We are seeking a full time Senior Pastor who will lead us as we continue to grow in maturing faith and numbers.

The following pages seek to describe who we are as a body of believers and how we believe we are being called to serve God, one another, and our community.

Information for contacting us may be found at the end of this document.

Thank you,

Doug Pollock  
Pastor Search Committee, Chair

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## **Our Calling**

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### **Seeking to be faithfully present to God, to one another, and to our world(s)**

#### **What is faithful presence?**

A Pharisee—a lawyer—asked Jesus a question to test him. “Teacher, which is the great commandment in the Law?” And he said to him. “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself. On these two commandments depend all the Law and the Prophets” (Matthew 22:38-40).

Every generation of believers has sought to put in both simplest and most relevant terms the essence of knowing and following God.

In 2013 the shepherds of Christ the King Church adopted a phrase which we believe ably summarizes what is fundamental to life according to the Gospel, the Good News, of Jesus. If you’ve spent any time around CtK, you’ve probably heard a phrase in passing, or read it online or in print, but the controlling idea for all we do is that of being “faithfully present.”

#### **The History Behind it**

The phrase comes from a sociologist at the University of Virginia named James Davison Hunter. But it’s born of his reflections upon both the teaching of the Bible and the history of the church. His study led him to conclude that the most authentic posture the church can take is one of abiding attentiveness and responsiveness. Contrary to “winning the culture” as a rallying cry for the church—a posture he sees as foreign to the intention and spirit of the Gospel—Hunter sees a simple faithfulness to loving God and neighbor as a far more appropriate and potent form of witness. We wholeheartedly agree with Hunter and apply his tenets in three dimensions.

#### **The Three Dimensions and Their Specific Expressions**

As the word “presence” makes clear, there’s always a focus to our attention. We see the call of discipleship as an act of being faithfully present in multiple dimensions: to God, to one another, and to our respective world(s).

At the end of one of his letters, the apostle Peter makes clear the mandate of growing in the “grace and knowledge of the Lord . . . Jesus” (2 Peter 3:18). To be present to God entails a journey of discovery into who He is, but moreover knowing that we are known by Him.

Since believing in God has always entailed identification with a community of people who likewise believe, essential to identity as believers is adopting a posture of care, concern, and accountability to others—in other words, being present to one another.

And as the call of the Gospel is as much a call outward as it is the attention to one’s inner life, faithful presence is rounded out by our attentiveness and responsiveness to wherever we find ourselves—our neighborhoods, workplaces, schools, and hangouts.

Take a closer look at anything we do as a Body—the worship we give, the sermons we preach, the events we hold, the Community Groups we form, the ministries we undertake—and you will find some effort to be faithfully present undergirding it. Our capacity to fulfill this vision will always be dependent

on two things: the Spirit of God empowering us to do so, and the faithful participation of every member of CtK in formal or informal ways.

This vision was first outlined in a 12-week sermon series in the fall of 2013, which you can access on our website at [www.ckttexas.com](http://www.ckttexas.com).

**To be faithfully present to God**

Just as God declares Himself to be aware, attentive, and responsive to all things, so we make it our aim to reciprocate that abiding interest in knowing and following Him. *“God created us male and female in his own image to know him, love him, live with him, and glorify him. And it is right that we who were created by God should live to his glory.”* Ref. Genesis 1:27 (New City Catechism, Part 1, Question 4: How and why did God create us?)

**To be faithfully present to one another**

Just as Jesus identified Himself with His church through His life, death, and resurrection, so we identify ourselves with Him by identifying ourselves with those who are also His—those who are part of His Body. *“God chooses and preserves for himself a community elected for eternal life and united by faith, who love, follow, learn from, and worship God together. God sends out this community to proclaim the gospel and prefigure Christ’s kingdom by the quality of their life together and their love for one another.”* Ref. 2 Thessalonians 2:13 (New City Catechism, Part 3, Question 48: What is the Church)

**To be faithfully present to our world(s)**

No matter our age, stage, vocation, or location, we all inhabit some sphere, be it the family, the workplace, the schoolroom, the job-site, or the home-office. Whatever our “world,” we have both opportunity and privilege to be attentive and responsive to it—in other words, being present—just as Christ was to us in His incarnation. *“... Christ, having redeemed us by his blood, also renews us by his Spirit; so that our lives may show love and gratitude to God; so that we may be assured of our faith by the fruits; and so that by our godly behavior others may be won to Christ.”* Ref. (New City Catechism, Part 2, Question 34: Since we are redeemed by grace alone, through Christ alone, must we still do good works and obey God’s Word?) Faithful presence to our world is expressed in the ways we individually serve the unique spheres in which we live.

## **Values**

Christ the King Church is committed to historic Christianity and the Redemption of Jesus Christ. We are a Confessional, Reformed, and Presbyterian church.

### **We are Confessional**

Christ the King adheres to and joyfully uses the Westminster Confession of Faith and the Shorter and Larger Catechisms as our Confession. While the Bible alone is God's Word and therefore the only infallible and inerrant source for our belief and practice, we believe these documents serve Scripture and the Church by providing a good and accurate summary of the Bible's teaching.

### **We are Reformed**

There are many ideas and preconceptions people have when they hear the word Reformed. We define it in two ways: First, it is a reference to our historical link to the Protestant Reformation of the 16th century and intends to describe us as the heirs of that tradition which comes from Luther, Calvin, Knox, and other reformers. And second, the word "reformed" is used more specifically to refer to certain theological distinctives, which have marked reformation believers, particularly those in the Calvinist tradition. These distinctives can be summarized by our glad affirmation of the responsibility of every person to repent and believe, and that it is God who, by His sovereign electing grace, draws men and women, otherwise dead in sin, to faith in Jesus, His Son. By this faith alone are God's people justified. Reformed distinctives include the sovereignty of God in His creation, providence and election of believers apart from any merit of their own; the irresistible grace of God provided for and preceding the faith of the individual; the sufficiency of God's grace apart from which man is dead in sin and wholly defiled in all his faculties of soul and body; the efficacy of Christ's death for all those who believe in Him by grace; and God's safe-guarding for eternal life all those for whom Christ died.

### **We are Presbyterian**

Christ the King is a church of the Presbyterian Church in America (PCA), which has three courts. Elders represent the people of the church to lead and govern together at the local-church level in a session, at regional levels in presbyteries and at a national, denominational level in the General Assembly.

### **Strategic Priorities**

- Speaking the Gospel into the everyday lives of those we serve and encounter.
- Building community with those we serve and encounter.
- Raising up the next generation of believers from among us.
- Reaching beyond our doors and shores through missions (mainly in support of church planting)
- The Next 5 years - continuing to develop and expand the current strategic priorities, while seeking tangible ways for the congregation to impact the community around us.

## Our Story

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### Core Beliefs

**God** – *We “believe in God the Father almighty maker of heaven and earth...”* (The Apostles’ Creed)

*“God is the creator and sustainer of everyone and everything. He is eternal, infinite, and unchangeable in his power and perfection, goodness and glory, wisdom, justice, and truth. Nothing happens except through him and by his will.”* Ref. Psalm 80: 8-10 and 15 (New City Catechism, part 1, Question 2: What is God?)

*“There are three persons in the one true and living God: the Father, the Son, and the Holy Spirit. They are the same in substance, equal in power and glory.”* Ref. 2 Corinthians 13:14 (New City Catechism, part 1, Question 3: How many persons are there in God?)

**The Fall** – *“for all have sinned and fall short of the glory of God”* (Romans 3:23)

God requires – *“Personal, perfect, and perpetual obedience; that we love God with all our heart, soul, mind, and strength; and love our neighbor as ourselves. What God forbids should never be done and what God commands should always be done.”* Ref. Matthew 22: 37-40  
(New City Catechism, Part 1, Question 7: What does the law of God require?)

*“Since the fall, no mere human has been able to keep the law of God perfectly, but consistently breaks it in thought, word, and deed.”* Ref. Romans 3: 10-12  
(New City Catechism, Part 1, Question 13: Can anyone keep the law of God perfectly?)

*“...every sin is against the sovereignty, holiness, and goodness of God, and against his righteous law, and God is righteously angry with our sins and will punish them in his just judgment both in this life, and in the life to come.”* Ref. Ephesians 5: 5-6  
(New City Catechism, Part 1, Question 18: Will God allow our disobedience and idolatry to go unpunished?)

**The Incarnation and Redemption of Jesus Christ** – *“And the Word became flesh and dwelt among us...”*  
(John 1:14)

*“...to satisfy his justice, God himself, out of mere mercy, reconciles us to himself and delivers us from sin and from the punishment for sin, by a Redeemer.”* Ref. Isaiah 53: 10 -11  
(New City Catechism, Part 1, Question: 19: Is there any way to escape punishment and be brought back into God’s favor?)

*“The only Redeemer is the Lord Jesus Christ, the eternal Son of God, in whom God became man and bore the penalty for sin himself.”* Ref. 1 Timothy 2:5  
(New City Catechism, part 1, Question 20: Who is the Redeemer?)

*“Christ’s death is the beginning of the redemption and renewal of every part of fallen creation, as he powerfully directs all things for his own glory and creation’s good.”* Ref. Colossians 1:19-20  
(New City Catechism, part 2, Question 26: What else does Christ’s death redeem?)

**Timeline** — Overview of the church from organization to present:

- Fall 2010, what would eventually become Christ the King Presbyterian Church started as a Bible Study meeting in DeSoto, TX, organized by TE Elliott Greene, whose original vision was to establish a multi-ethnic fellowship in Southwest Dallas County. The core group petitioned the Southwest Church Planting Network to become a PCA Mission Church.
- November 2010, formation of Christ the King (Mission) was approved at the 104th Stated Meeting of the North Texas Presbytery, with the initial temporary government of the church provided from New St. Peter's PCA session.
- January 2011, the church began meeting at the Hilton Garden Inn, Duncanville, TX.
- July 2011, for personal reasons Elliot Greene resigned his position.
- November 2011, the government of the church transferred from New St. Peter's session to a commission of elders appointed by the moderator of the North Texas Presbytery. The members of the commission included: TE Ronnie Rowe, TE John Brown (Moderator), RE Richard Davis, RE Doug Pollock (Clerk).
  
- Winter 2012, the first membership class for the church was held, resulting in the reception of 18 members and 3 associate members.
- September 2012, TE Patrick Lafferty was presented to the congregation as a candidate for the position of Mission Church Pastor.
- October 2012, the congregation was polled and expressed unanimous support for Patrick. The session approved a motion to call him as the Mission Church Pastor of Christ the King Church, Duncanville. The call was submitted to the North Texas Presbytery for approval at their November 2<sup>nd</sup>, 2012 stated meeting.
- December 2<sup>nd</sup>, 2012, Patrick began serving as pastor of Ctk.
- **2012 average attendance: 41**
  
- Winter 2013, the second membership class was held, after which 38 members, and 2 associate members were received.
- August 2013, training for the first class of prospective elder candidates began.
- September 2013, to better accommodate growing needs, the church entered into an agreement with Fairmeadows Baptist Church, Duncanville, TX to share space in their facility.
- October 2013, Kevin Gladding became a pastoral intern with Pastor Lafferty his mentor.
- Fall 2013, Pastor Lafferty began outlining the vision of Faithful Presence—a call to be present to God, to one another, and to our world(s), based on ideas developed in James Davison Hunter's book To Change the World: The Irony, Tragedy, and Possibility of Christianity in the Late Modern World.
- December 2013, having trained, nominated, and elected its first class of ruling elders (Jim Akovenko, Hugh Comer, Doug Pollock), Ctk became a particularized church in the North Texas Presbytery. The church also called Patrick Lafferty as its pastor.
- **2013 average attendance: 93**
  
- February 2014, Ctk formally established a monthly corporate prayer meeting.
- Spring of 2014, Ctk began training a new class of prospective officers resulting in the election and ordination of RE Mark Kull.
- Summer/Fall 2014, Ctk established a Community Groups (CG) ministry with groups meeting in homes throughout the week.
- **2014 average attendance: 93**

- 2015 two new ministries were formally established: our women's ministry (W2W), and our mercy ministry, the Mercy Cohort (MC).
- September 2015, the church relocated to Canterbury Episcopal School, DeSoto, TX to accommodate its growth (especially in the nursery) and to expand ministry efforts (e.g., Children and Youth Christian Education).
- **2015 average attendance: 107**
- January 2016, added Rev. Brett Rayl and his family (Missionary to Nagoya, Japan) to those we support.
- February 2016, the CtK session called TE Kevin Gladding as a part time Assistant Pastor.
- March 2016, we announced a new partnership with Julian and Christiana Russell in their efforts at church-planting and leadership development in the Bahamas.
- Summer 2016, the session, initiated discussions with For the Nations: Refugee Outreach in Dallas with thoughts of possible collaborative engagement in Southwest Dallas County.
- September 2016, five members of CtK participated in English conversation with a dozen students, as part of Dallas Baptist University's International Student program.
- **2016 average attendance: 108**
- May 15<sup>th</sup>, 2017, Pastor Lafferty informed the Session he was engaged in talks with Grace Community Church (PCA), Mills River, North Carolina to candidate to become their next Sr. Pastor.
- June 4<sup>th</sup>, 2017, Pastor Lafferty informed the congregation of his plans to candidate for the Grace Community Church position.
- July 30<sup>th</sup>, 2017, Pastor Lafferty led his final service as Sr. Pastor of CtK.
- August 1<sup>st</sup>, 2017, Assistant Pastor Kevin Gladding's position was increased to full time and his responsibilities expanded to serve as Interim Pastor of the church during the transition.
- September 24<sup>th</sup>, 2017, at a Called Meeting of communicant members, the Pulpit Committee was elected. Members include: Jim Akovenko (RE), Debby Comer, Nate Ford, Greg Gorman, Doug Pollock (RE), Rachel Thrash, and Wanda Williams.
- September 25<sup>th</sup>, 2017, the Pulpit Committee was convened for the first time and elected a Chairman (Doug Pollock) and Secretary (Rachel Thrash).
- October 1<sup>st</sup>, 2017, the Elders of CtK began the first Communicant's Class for the children and youth of our church.
- **2017 average attendance: 113**  
Seven new members and two associate members were received, as well as six Professions of Faith by Covenant Children, since May 2017.
- January 14<sup>th</sup>, 2018, Assistant Pastor Kevin Gladding informed the congregation he would not be a candidate for the vacant Senior Pastor position at CtK.

## Congregational Survey

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The congregation of CtK was polled in November 2017 regarding their views on questions related to the life and future of the church. The following is a summary of the 54 responses received.

(Q1) 70% were members, 15% associate members, 15% non-members.

(Q2) 75% of the respondents were over 50 years old.

(Q3) 60% were female.

(Q4) 60% of respondents live within 10 miles of the church meeting place, while some drive a up to 30 miles to attend.

(Q5) Three fourths began attending the church within the last five years. About 10% have been part of the church since its inception.

(Q6) **What about CtK attracted you to the church?** There were a variety of responses. Most notable were the following: strong theology in music and liturgy, depth of preaching, and Reformed teaching. (Many respondents noted the former pastor was well-loved and loved well.) Many mentioned the "Q&A" hour after worship, where participants and the pastor discuss the sermon with an open microphone. Many indicated they enjoyed the small, friendly atmosphere, describing it as "vulnerable" and "authentic." Other aspects included children's programs, the communal greeting time during the worship service, and multicultural elements (mainly through music).

(Q7) **The cover of our weekly worship guide describes the Mission of CtK as: "Seeking to be faithfully present to God, to one another, and to our world(s)." What does this mean to you, in your own words?** This question generated myriad responses. One person said it speaks to the reformation tenet that Christ is both "here already and not yet." Other respondents said we are to be a spokesman to his grace as we interact well with those we are near and live in obedience of God; and to be genuine in our faith as we live it out among our congregants and beyond.

(Q8) **Elsewhere on our weekly workshop guide we say that CtK is a church of the PRESBYTERIAN CHURCH of AMERICA (PCA). Compared to your other reasons for being part of CtK, how important to you is our affiliation with the PCA?** Eighty percent of respondents said the church's affiliation with the PCA was important.

(Q9) **What about CtK has kept you engaged in the life of the church?** Respondents mentioned the church's friendliness and care for one another; and the purposeful, solid, and clear teaching; community groups, music, children's programs, and ladies' Bible study; several appreciated arts in the service.

(Q10) **In which ministries currently available to the church do you (or your children) regularly participate?** The four most frequent responses were women's ministry, nursery team, community groups, and monthly prayer meeting.

(Q11) **What beliefs (or distinctives) of the PCA are the most important to your being part of CtK?** Responses included Reformed liturgical worship and teaching; emphasis on the sovereignty of God; the inerrancy of Scripture and the *Five Solas*; the kingdom of God in the *already but not yet*, and Presbyterian form of government.

(Q12) **What other ministries do you wish CtK offered?** Several responses indicated interest in a more formal adult Sunday School. Other ideas included VBS, home dinners, men's group, and broader

children's programs. Several asserted that the church could expand our current ministries of hospitality, community groups and mercy ministries. Many suggested community outreach, serving our neighbors and welcoming them to worship with us.

**(Q13) What is the primary focus of Ctk, in your opinion?** Responses emphasized faithful teaching of the Word that builds up the Body of Christ and honors and glorifies God. Other aspects included being a family-oriented Body; encouraging each other and meeting one another's needs; and presenting Christ to the community in a holy, relevant, and winsome way.

**(Q14) What are the most important characteristics we should look for in our next Senior Pastor?** There were more wonderful responses than space allows. Concepts dealt with **private character** (i.e., "fruit of the Spirit". 1 Timothy 1 and Titus 1) such as humility, integrity, and prayer; faithful to God, his wife, and family; willingness to grow Ctk (and grow as an individual); and **public character** (observable behaviors). Valued qualities included: leadership ability: visionary; and "godly, courage, confidence in the Lord and in himself, [and] love of God and people;" shepherding skills (relational) such as "easy to talk to," "visitation ... and prayer," and "a desire to minister to others;" and "understanding the theology of the heart;" preaching/teaching style: "Someone who preaches the gospel - and the law - together," and uses a Reformed foundation second to biblical exegesis, along with his own personality and giftedness from God to be a minister. There was a desire for outreach to the unsaved with an openness as to how. ***The characteristics pervading the survey describe a compassionate, godly man of prayer who can love and lead his wife and family, preach with courage to remain close to the Word, and shepherd his flock with love.***

**(Q15) In what ways do you feel that Ctk should adapt or expand the focus going forward?** Looking at Ctk moving forward, survey responses reflect a desire for balance in ministry, community, and growth. Moving into specifics, some shared "men's ministry" and "singing the Psalms." Some selected "evangelism" and "children's programs" to grow the body along with a "marketing campaign". One asked to solidify mercy ministries already in place; another adult Sunday school, and yet another suggested getting our own building eventually. Furthermore, completed responses showed an interest in especially training the next generation. ***In conclusion, the Ctk Body spoke to persevering well in our current ministries, rather than seeking to take on new endeavors.***

## Our Community

### Current Ministry Size

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Christ the King Church currently comprises about 135 individuals, including members, associate members, regular visitors and non-communicant children.

Members and average attendance (revised: 1/16/18)

Active Members	Active Associates	Non-Communicant children	Family Units
69	15	26	47

Seven new members and two associate members were received, as well as six Professions of Faith by Covenant Children, since May 2017.

2017 average weekly attendance: 113

Leadership and budget

- Four Ruling Elders: Hugh Comer (Moderator), Jim Akovenko, Mark Kull, Doug Pollock (Clerk)
- Strong giving for a small congregation: \$313,000 for general fund for 2017

Ministry areas and staffing

- Staff: Full Time Assistant Pastor (Interim Pastor); Part Time Worship Leader; Part Time Admin.
- Worship – Pastor, Worship Leader, REs

Christ the King’s conservative, liturgical worship is intentionally crafted around the themes from each week’s sermon. Our liturgy relies heavily on the incorporation of prayer, Scripture, and song to carry themes from Scripture throughout the entirety of each service. While our congregation appears homogeneous, we represent many cultures. A significant number have lived overseas, many serving in missions. This is reflected in the way we worship corporately. We welcome songs in other languages, though tend to rely on traditional and modern hymns. Our worship team and several congregants are ethnomusicologists, who skillfully apply traditional lyrics to new melodies.

- Music Team – Worship Leader, volunteers
- Sound/Media Team – Volunteers
- Extended Greeting Time – for all during worship service
- Communion Prep. – Volunteers
- Greeters Team – Volunteers
- Ushers – Volunteers
- Facility Use
  - CES Building Opening/Closing – Volunteers
  - Setup Team – Volunteers
- Q&A, 2<sup>nd</sup> hour – A hallmark of our body. The Pastor leads a large group discussion after the sermon on the passage and related topics. All are welcome to share comments and personal observations and encouraged to ask questions.
- Christian Ed. Team – Volunteers
  - Elem. Ed. – Open to all elementary children
  - Youth Ed. – Open to all youth
- Nursery Team – Leadership Team, volunteers

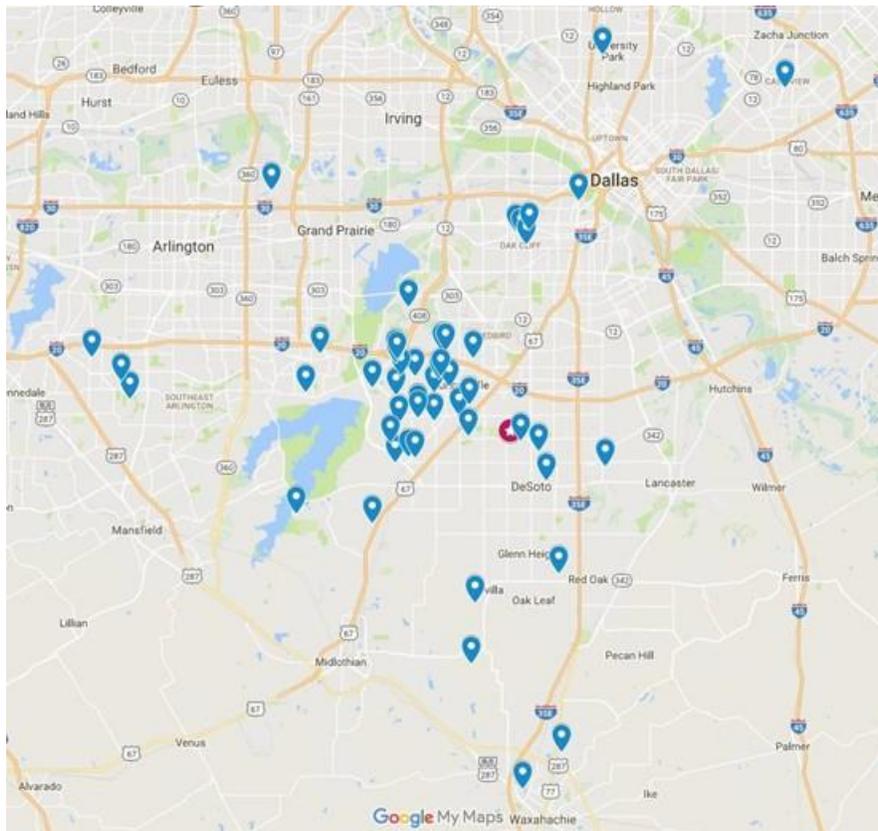
## Christ the King Church Information Packet

- Nursery Use – Open to all children under 5 years
  - Special needs assistance provided.
- Missions – RE oversight  
CtK is involved in Global missions through our support of three individual teams involved in church planting efforts in Japan, the Bahamas, and Senegal. In addition, we are privileged to support five missionary families with a global reach that are involved in the Arts and Bible translation.
- Monthly Prayer Mtg. – Pastor, open to all.
- Community Groups – Volunteers (currently three groups are meeting: a women’s Bible study meeting in Duncanville, families meeting in North Oak Cliff, and a new group of families meeting in Waxahachie)
- Women’s Ministry – Leadership Team volunteers, open to all women, meeting in various homes
- Hospitality Team – Volunteers (serving for fellowship meals, receptions, and special occasions)
- Mercy Cohort Team – RE, volunteers (mercy ministry within the church and in the community)
- Mercy activities – RE coordination (food pantry, community service events, open to all)
- Outreach efforts – RE coordination, (ESL to international refugees, open to all)

### Current Ministry Region

CtK members are drawn from the Dallas, Tarrant, and Ellis county region, running from University Park and North Oak Cliff, Dallas (North) to Waxahachie (South), Arlington (West), and Lancaster (East). The approximate center of our region, and concentration of congregants is near the intersection of Interstate Highway 20 and US 67. The church meets Sundays at 9:30 AM in rented space at the Canterbury Episcopal School, 1708 North Westmoreland Road, DeSoto, TX 75115. Other events occur in homes of members, or public venues. Distances traveled to attend services: 61% travel 10 miles or less, 28% 11 to 20 miles, 11% 21 to 30 miles.

CtK Ministry Region



Blue pins represent Member and Regular Attender Households, as of June 2017  
(Red circle is Canterbury Episcopal School)

## Demographics

Congregation: Based on membership and attendance, the church is primarily white, middle class, with a mix of singles, young families with children, midlife families, divorcees, retired and elderly families/individuals. We also have a significant number of families/individuals who are or have been missionaries (Wycliffe Bible Translators, SIL, and the Graduate Institute of Applied Linguistics).

Previous Church: Approximately 50% of the congregation are from PCA or other Reformed denominations.

Area: Most of our congregants are from DeSoto, Duncanville, and Cedar Hill. As a church whose members are far flung throughout the Dallas area, our body represents a group of highly committed congregants, but does not reflect the demographics of the immediate surroundings of our meeting location. We are looking for a pastor to help us determine how our gifts and passions help us to be the best neighbors to the community in which God has placed us today.

### DeSoto 2016/2017 (source: suburbanstats.org)

Race	Population	% of Total
<b>Total Population</b>	49,047	100
Black or African American	33,648	68
White	11,358	23
Hispanic or Latino	5,914	12
Some Other Race	2,433	4

### Duncanville 2016/2017

Race	Population	% of Total
<b>Total Population</b>	38,524	100
White	19,421	50
Hispanic or Latino	13,480	34
Black or African American	11,478	29
Some Other Race	5,703	14

### Cedar Hill 2016/2017

Race	Population	% of Total
<b>Total Population</b>	45,028	100
Black or African American	23,382	51
White	15,934	35
Hispanic or Latino	8,405	18
Some Other Race	3,317	7

### Southwest Dallas County

<http://www.towncharts.com/Texas/Demographics/Southwest-Dallas-CCD-TX-Demographics-data.html>

## Desired Profile of the Pastor

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The Candidate will be an ordained Teaching Elder in the Presbyterian Church in America.

He will have demonstrated ability in leading worship, particularly as it relates to casting the liturgy of the service, in harmony with the text and theme(s) of the message. His preaching will communicate the truths of Scripture with confidence and clarity, giving effort to the careful study of Scripture and sound theological interpretation, providing application that is relevant and challenging.

The Candidate will possess a Shepherd's Heart. He should be approachable by all, regardless of their age and station. He should genuinely care for the flock in demonstrable ways.

As his role relates to the government of the church, the Candidate should reflect appreciation for the plurality of elders, both on the local Session, and the higher Courts of the church.

Given our age and size, he needs to work well with a small staff and volunteers. The Candidate should also view CtK, and our stage of development, as a challenging and worthy field of service and not a stepping stone to another work.

He will desire to commit to serve CtK for a significant time-period, based on achieving forward-looking goals, developed with the Session, related to nurturing the health and maturity of the church body and its mission, which are consistent with our stated strategic priorities (page 6).

Finally, the Candidate must have a Godly appreciation for the high calling of the office, as articulated in BCO 8-5. "When a man is called to labor as a teaching elder, it belongs to his order, in addition to those functions he shares with all other elders, to feed the flock by reading, expounding and preaching the Word of God and to administer the Sacraments. As he is sent to declare the will of God to sinners, and to beseech them to be reconciled to God through Christ, he is termed **ambassador**. As he bears glad tidings of salvation to the ignorant and perishing, he is termed **evangelist**. As he stands to proclaim the Gospel, he is termed **preacher**. As he dispenses the manifold grace of God, and the ordinances instituted by Christ, he is termed **steward of the mysteries of God.**"

## Committee Members

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- **Jim Akovenko**, Ruling Elder, member of CtK since May 2013, home Arlington, TX
- **Debby Comer**, member since June 2013, home University Park, Dallas, TX
- **Nate Ford**, member since June 2017, home Ovilla, TX
- **Greg Gorman**, member since October 2016, home Waxahachie, TX
- **Doug Pollock**, Ruling Elder, Search Committee Chair, member since March 2012, home Cedar Hill, TX
- **Rachel Thrash**, Search Committee Secretary, member since April 2016, home West Dallas, TX
- **Wanda Williams**, member since June 2013, home DeSoto, TX

## Referral Information

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### Position: Full-Time Senior Pastor

**Basic Requirements:** A detailed and specific job description that reflects a particular candidate's gifting in these broad categories will be developed, approved, and documented as part of the call package. This will be done in consultation with the Session prior to issuing a call. We are a collaborative body and are excited to explore how our new Pastor's passions and gifts complement our congregation.

**Teaching / Preaching** communication of the truths of Scripture with confidence and clarity, giving effort to the careful study of Scripture and sound theological interpretation, providing application that is relevant and challenging.

**Shepherding / Leading** showing deep concern for the spiritual wellbeing of members of our community, readily engaging shepherding concerns with wisdom and grace, applying scripture to appropriately address needs.

**Organization / Teamwork** schedules and prioritizes tasks for himself and others, utilizes resources to their highest and best value, supports and supervises the work of church staff and team leads.

E-mail the Search Committee Chairman at [dougpolllock@msn.com](mailto:dougpolllock@msn.com)

Please include the following:

- Your name and contact information.
- The name and contact information of the referral or prospect.
- A description of the referral/prospect and your reasons for promoting him.

Thank you.