

LEAD PASTOR PACKET



HOLY CROSS

PRESBYTERIAN CHURCH



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STAUNTON, VA

Legal Pastor Packet

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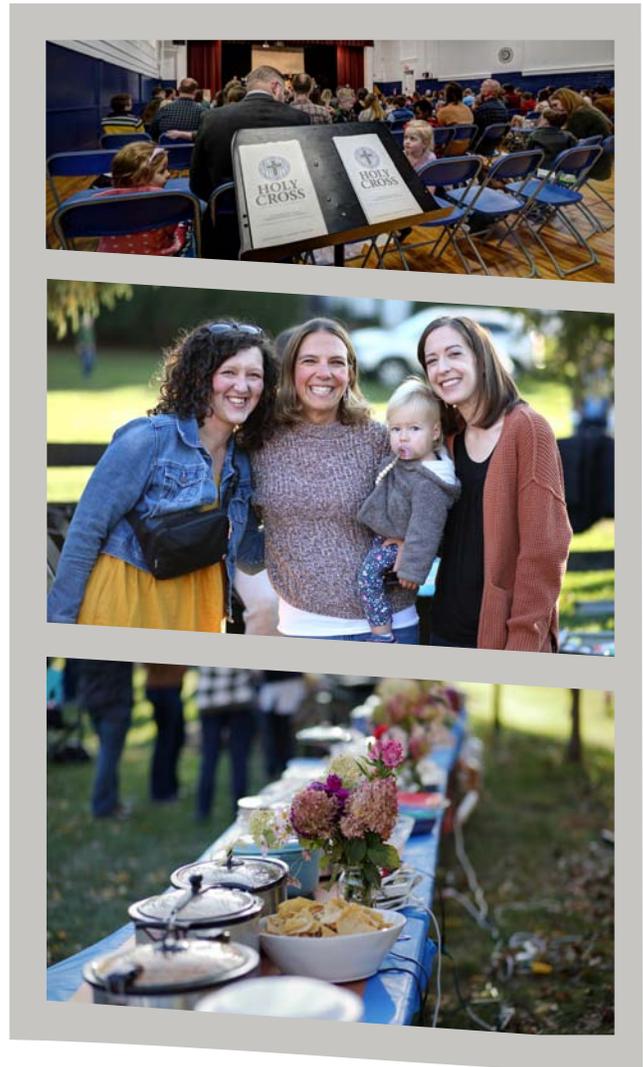
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holycrosspca.org



Letter of Introduction

Thank you for investing your time to learn about what the Lord is doing among the people of Holy Cross (HC). We hope that you will enjoy hearing something of our story and that this might encourage you to apply for the position of Lead Pastor at HC, if the Lord so leads.

For 13 years and counting, Holy Cross has been a gospel-preaching voice in Augusta County. We are well-established, have tons of kids, and are in the process of building our own facility.

Our founding pastor did a great job planting the church and helping to establish it along with the rest of our elders. He has moved on to a new challenge in ministry with our blessing, even though we already miss him greatly.

Our Session has been well-trained and is equipped to lead us through this time of transition and the challenges ahead. They have secured the services of an interim pastor who spends about half of his time on site. In addition, the elders have contracted with *Flourish Coaching* to aid us in our pastor search process. Flourish's Executive Director, PCA Pastor Matt Bohling, has come alongside the Session to prepare us and our search committee as we conduct this search.

We are seeking a new lead pastor who is passionate about preaching God's Word, shepherding God's flock, and equipping God's people to live out the gospel. He'll do this with empathy, emotional intelligence, wisdom, and a servant's heart. We are praying for you as you consider this opportunity.

This Lead Pastor Packet has three major sections: **Our Story** (page x), **Our Community** (page xx), and **Our Next Pastor** (page xxx). Enjoy reading and please do not hesitate to reach out to us or to *Flourish Coaching* for further information!

Grace and peace be with you,

The Pastoral Search Committee:

Rob Shirley

Everette Clemmer

Bobby Kittleberger

Rebecca Evans

Jerry Seager

Priscilla Halterman

Laura Zell

Part 1: Our Story

Our Origin

We are located about 20 minutes from our mother church, Tabernacle PCA in Waynesboro. Our founding pastor, Rick Gilmartin, served as Associate Pastor at Tabernacle for about five years and there, under the tutelage of Pastor Essen Daley, Rick caught the vision for church planting and ultimately embraced that passion wholeheartedly. Rick and a team from Tabernacle went on a missions trip to Ireland and that experience solidified their dream to plant a church together.



This core group of believers then set out to start a church together in Staunton. For two years, the group met in the Clocktower Bar in downtown Staunton. In 2008, the fledgling church moved corporate worship to the gymnasium of Grace Christian School, where we've been meeting ever since.

Our Name

We love our name: **Holy Cross**. While not many PCA congregations have a name that sounds like ours, we needed something that expressed both our rootedness in historic, orthodox, theological tradition and captured our commitment to Christ and living out the gospel in our community. Thus, Holy Cross best conveys who we are as a community of Faith in a concise fashion.



Our Present Reality

We are glad that we can say Holy Cross is a healthy church with very good leadership. Our congregation displays a lot of youth and vitality. Let's take a brief look at our life together.

Where We're Strong

Body Life. HC is highly relational, having eight small groups that are functioning well, with several that will multiply in the next year. It's accurate to say that Holy Cross is a church of small groups. An overwhelming majority of our adult members (upwards of 85%!) are engaged in a group. Our small groups are the primary context where care and discipleship take place as believers help each other apply the gospel to their lives. They consistently welcome the un-churched and de-churched, and through our small groups we most frequently see people first profess faith in Christ. We have tons of kids as well—minor children comprise half of the church, which portends well for the future.



Our founding pastor, Rick Gilmartin, has gone on record with *Flourish Coaching* by saying, *“You’d have to be crazy not to want to work here!”*

Leadership. Our elders truly are a team of shepherds that not only works together but they are also friends. Most of them have served alongside one another for a number of years. Together, we’ve made sure that our church remains Christ-centered, not pastor-centered. With that said, we’ve loved our pastor well! Our diaconate, more recently formed, is highly attuned to the plight of “the least of these” in our church and community. They have also blessed the church with their significant organizational and administrative giftings.

Giving. Our finances are on solid footing. Giving remains strong.

There is much to love and appreciate about Holy Cross. Our founding pastor, Rick Gilmartin, has gone on record with *Flourish Coaching* by saying, *“You’d have to be crazy not to want to work here!”*



Challenges

With that said, there are certainly areas where HC can excel still more.

Outreach—The body life of HC is very enjoyable, however Holy Cross has always been a place of invitation. Much of our growth has come from invitations extended to friends, family, co-workers, and neighbors. We are aware of and want to fight against the tendency to become more inward-focused once settled in our new building.

Effecting Change—Constructing a new facility and calling a new pastor will be significant changes in themselves. We have learned hard lessons over the years about the importance of thorough and timely communication and allowing opportunity for input. We recognize we will need to be intentional about our communication, both to our congregation and the surrounding county in order to convey our message. Our Session has worked really hard at this and will continue to do so in order to keep everyone informed. We know that communication is part of the lifeblood of the church.

Multi-generational Ministry—The demographic at HC skews quite young. As mentioned, roughly half of our church is comprised of children from infants through high school-aged. Many of their parents are in their 30s. While this is a tremendous blessing to our church family and bodes well for the future, we recognize that we would benefit from having more seniors with us as well, as their life experience and wisdom is beneficial to the body of Christ.

By God's grace, Holy Cross will seek to "excel still more" in these and other areas. May the Lord grant that we will be faithful to His call.



Our Future Aspirations

We were planted by a church with a heart to see more gospel-centered churches in our area and we wholeheartedly embrace that vision.

Church planting is in the DNA of Holy Cross. From the very beginning, we wanted to plant other gospel-preaching churches, and that desire has remained strong. For example, our former pastor headed up the Presbytery's Church Planting Committee. With that said, we have experienced failure in this as well. In 2017, we began a work called Holy Cross East, but our efforts proved unsustainable at that time. Still, we think it is better to take steps of faith in order to attempt great things for God. We hope to grow as a church to the point where we can take such a risk together again.

Our Beliefs and Vision

Beliefs

As a congregation of the Presbyterian Church in America, we hold to the Westminster Standards. You can visit pcanet.org to explore the beliefs of our denomination. In addition, we've posted a summary statement on the Holy Cross site which you can access at holycrosspca.org/about-us/statement-of-faith.

Our Vision

To see our community transformed through the multiplication of disciples and churches, all seeking the flourishing of our city.



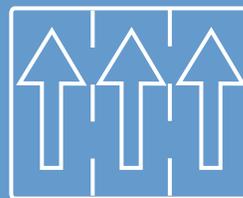
Mission

To help people
Encounter Jesus,
Know Jesus, and
Show Jesus.



...and Model

Holy Cross intentionally pursues this mission through a focus on Sunday Worship, Small Groups, and Community Outreach (Our "Three Lanes") expecting multiplication at every level.



Our Worship

Lord's Day worship is at the center of our church life. We observe a Reformed order of worship that is contextualized for the present day. Our philosophy of worship and some of the elements that we are committed to include:

Rich, expository preaching. Sermons and the service as a whole are Christ-centered. As a church we have benefited greatly by carrying the message into discussions in the context of our small groups. This enables us to be active listeners of sermons and then to experience true Christian fellowship by sharing the Word with one another—we are deeply invested in helping each other apply the gospel to our lives.

The visible portrayal of the gospel through the sacraments. We come to Table together for the Lord's Supper each week, knowing that this means of grace helps us to lay hold of Christ by acknowledging His very real presence among us.

Worshipful music. We express our faith in song with re-tuned hymns that feature lyrics with solid theology set to more current arrangements. While firmly convinced that the canon of Scripture is closed, we also rejoice in the fact that God the Holy Spirit is still giving new music and hymnody to the Church. Honoring the Lord is our chief focus. We rotate music teams to lead people into God's presence. These teams are composed of a cross-section of our congregation, including our young people.

A standing commitment to gathering publicly. HC is deeply devoted to meeting together regularly on the Lord's Day unless absolutely providentially-hindered from doing so. In fact, in light of recent world events with the pandemic, the Session felt compelled to reduce this abiding conviction to writing. You may access our white paper, *Christians and Government Authority* [here](#).

In addition, worship at Holy Cross is marked by the appropriate use of liturgy. We confess the Faith together by use of the creeds and confessions of the Church. This practice assists us in being rooted in the historic orthodoxy that believers throughout the centuries have embraced.



Our Numbers

135+

MEMBERSHIP

Current Members
(with more on the way!)

167

ATTENDANCE

Average Worship
Attendance

267

AFFILIATED

Number of people who call HC
their home (i.e. members, kids,
+ regular attenders)

73

FAMILIES

Number of Family Units

5

ELDERS

Current Ruling Elders

3

DEACONS

Current Deacons

2

MINISTRY STAFF

Interim Pastor
Next Generation (i.e.
Associate) Pastor

1

SUPPORT STAFF

Part-Time Office
Administrator
(20-30 hours per week)

~\$395K

GIVING

Projected for 2023

Part 2: Our Community

Our City

Holy Cross is located in Staunton which is part of Augusta County. The city of Staunton has a thriving arts community, boasting the American Shakespeare Center, the Heifetz Summer Music Series, and a historic and thriving downtown. It trends left of center socially and politically. In contrast, Augusta County is largely rural and quite conservative. Part of the “breadbasket of the South” it has an extensive agriculture

industry. Generations of families have lived in Augusta County, while Staunton tends to attract people who are new to the area.



For a city that prides itself in being very forward-thinking, our hometown is also very much rooted in deep history. Birthplace to Woodrow Wilson, who became the 28th President of the United States, Staunton is also home to Mary Baldwin University. This private school (student population is about 1500) admitted only women for the majority of its tenure but now has a small male contingent as part of the student body.

The resulting community is a somewhat eclectic mix of long-time rural residents with an Appalachian heritage along with city folk and transplants who desire new ways of life and self-expression. Holy Cross reflects this mix of long-time residents and newer transplants.

Our City’s Demographics

The city of Staunton itself is home to about 25,000 people of whom 80% are white, with about 11% being black. (source: datausa.io). Healthcare and education are the two largest industries. Like almost everywhere, the price of housing has risen and yet is still very affordable at a median of roughly \$275K.

Situated in the beautiful Shenandoah Valley at the intersection of Interstates 81 and 64, Staunton is located 45 minutes west of Charlottesville, VA and is three hours from our nation’s capital by car. Roanoke is 1.5 hours to the southwest. James Madison University, in Harrisonburg, is only 30 miles away.

Augusta County

- 2020 Population: 75,000+ people
- Only 3% of the county’s residents are Hispanic.

Part 3: Our Next Pastor

Who Is Our Next Pastor?

A Contextual Communicator. He encourages the people of Holy Cross to relate their faith to their daily lives. He exposites the Scriptures in clear and memorable ways that challenge long-time believers but are also accessible to non-believers and the unchurched or de-churched. He teaches in an intellectually and theologically robust way that engages both the lifelong Christian and is understandable and welcoming to the outsider. He offers present day applications that reach across generations and backgrounds.

A Collaborative and Proactive Leader. He respectfully and effectively helps Session and Staff to develop Vision and accomplish Goals. This includes the ability to work well on a team while encouraging others to assume and carry out leadership.

A Gospel-Humbled Man. The traits in 1 Timothy, Titus, and Galatians 5:22-23 freely flow from a man who knows and applies the gospel to himself daily. He is mature and emotionally secure and this enables him to relate well to others. The people of Holy Cross will find their next pastor to be approachable.

A Helpful Counselor. He is a compassionate and caring person, sensitive to others' needs. Perhaps he can also help train and develop others in the congregation to become lay counselors. (By way of explanation, our founding pastor offered counseling to the church regularly and it proved to be a great boon to the congregation.)



Summary: *Congregants indicate Holy Cross needs a humble, relatable, and accomplished leader who will move towards congregants without losing the importance of leading the congregation forward in accomplishing the Great Commission in the community.*

What Will Our Next Pastor Do?

- ✓ Preach 75% of Sundays (~10-12 hours per week in sermon prep).
- ✓ Invest 35 hours per week on other “Big Bucket” areas, including:
 - Develop, disciple, and pastor the Session, Staff, Diaconate, Ministry Leaders (~10 hours per week).
 - Ensure the continued health, growth, and multiplication of small groups (~5-10 hours per week)
 - Champion and forward the session’s vision for Holy Cross and for church-planting in Augusta County (~10 hours per week).



- ✓ He will also be active in Blue Ridge Presbytery and attend the General Assembly annually as providentially feasible.
- ✓ He is ordained or is ordain-able in the PCA.
- ✓ He has at least 5 years of ordained experience with at least 2 years of weekly preaching experience.
- ✓ He has at least 3 years of experience supervising at least 2 staff (church OR other context).

Compensation

Holy Cross will offer a total package (i.e. salary, housing allowance, and benefits including retirement, life insurance, and disability) of \$110,000 - \$130,000 (based on experience) to our new pastor. In addition, a relocation reimbursement up to a maximum of \$5000 will be provided upon substantiation of expenses. Holy Cross’s revenues are \$395,000.

OUR TEAM — Search Committee

Chairman



Rob Shirley

My family started attending Holy Cross (HC) three years ago. My wife Sarah and I have been married for almost 19 years now, and we have four children, three of whom are with us: John, Ann, and Kate. Our second son, Luke, is home with the Lord. I have been active in Holy Cross Kids, Worship Team, and in leading a Small Group. I work here in Staunton as a State Farm Agent, and my office is located very close to where the new HC facilities are being built. Our family has been so blessed by this church, and we are committed to seeing it flourish.

Committee Members (listed alphabetically)



Everette Clemmer

I started attending Holy Cross in 2008 and was a founding member of the church. I've been married to Anne Merrin for almost twelve years, and our family has grown to include two girls and two boys. My wife and I lead one of the Donaghe Street small groups. I also coordinate the church AV team and play on the worship team. I work in Harrisonburg as the information technology manager for the James Madison University police department.



Rebecca Evans

Having originally grown up in Blacksburg, VA (Go Hokies!) I've now been at HC for thirteen years. During that time I have had the occasion to serve on the HC Setup Team as well as the Nursery, Sunday School, Holy Cross Kids, and also the Student Ministry. I've been married to Billy for 18 years and we have four kids (three older boys and one toddler girl). We have a dog named Buzz and way too many fish. Professionally, I work as a Civil Engineer Technician with the USDA Natural Resources Conservation Service.



Priscilla Halterman

Our family came to Holy Cross in 2015. I grew up in Northern VA (Manassas and then Warrenton). I have been married to my college sweetheart, Ben, a deacon at Holy Cross, for almost 19 years, and we have three children: girls who are 13 and 10 years old, as well as a six year-old boy. We live in Mt. Sidney, which is located about 15 minutes north of Staunton. I work on a real estate team with my husband, serving primarily as the marketing director. I also do social media for other realtors and interior design for clients on the side. At HC, I am the director of our ministry for teen moms, ***Generations Hope***, and have also been a small group leader alongside Ben, volunteered in the nursery, and taught Holy Cross Kids.



Bobby Kittleberger

My wife Danielle and I were still newlyweds when we came to Holy Cross. We have six kids: Jane, Jude, and Ana (9), Colt (7), Sally and Idani (4). I've been a deacon and have helped lead worship for about six years. My wife and I lead a small group that meets at our house, and are both on the committee for ***Generations Hope***. Born near Philadelphia, Pennsylvania, I grew up in Petersburg, West Virginia and then went to college in Bridgewater, Virginia. I work in marketing, web design, and guitars/musical instrument sales.



Jerry Seager

As a Ruling Elder, I lead a small group Bible study at Holy Cross, where we've been for seven years now. I have participated in the music and worship ministry and am active in interviewing people for church membership and interviewing children to become communicant members. My wife and I teach Holy Cross Kids: our Church School class for 3- and 4- year olds. Originally from Tidewater, VA, I am a retired hospital finance officer and now enjoy woodworking, camping, history and community service work. We have a home and five acres south of Staunton where I have an opportunity to work outside when the weather is good. I have been married to the woman of my dreams, Kathy, for 40 years. We have two grown children and seven grandchildren, all of whom live in Virginia, making it easy for us to visit!



Laura Zell

My husband Shannon and I have been married for about 22 years. We have a 12 year old son, along with two rescued hounds and two cats. We've been at HC for 13 years and I'm currently involved with Hospitality and the Facility Working Group. Originally from Indiana, I work as a Registered Nurse.

Alternates



Caleb Buckwalter



Brandon Murray

Applying

Questionnaire

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

1. Describe your spiritual journey.
2. Tell us about a failure in your pastoral ministry and what you learned from it.
3. What aspects of serving the church energize you? What drains you?
4. What are the greatest dangers to the peace and purity of the local church?
5. What is your experience of small groups? Discuss a time when you experienced the Lord using a small group to facilitate gospel change in someone's life.
6. Where would you say you fit theologically under the “Big Tent” of the PCA (i.e from more broadly evangelical—to middle of the road—to classically confessional)?
7. Are you on social media? In what context?

Application Requirements

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

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

Please use the following format to label all attachments:

- JohnSmith_CoverLetter
- JohnSmith_Resume
- JohnSmith_MDF
- JohnSmith_Questionnaire

Thank you for your interest in Holy Cross. We look forward to hearing your story and exploring God's plans for you and your possible relationship with our church family. May the Lord grant you wisdom as you seek His face in this process of discernment.