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Greetings from sunny South Florida! Pinelands Presbyterian Church is a PCA congregation with its campus in Cutler Bay, Florida, south of Miami. We minister in a wonderfully diverse community that enjoys a hearty blend of cultures and ages. Situated on eight acres in the suburbs, Pinelands receives about one hundred thirty-three church attendees each weekend. We are a welcoming family and we look forward to knowing you.

This package of information is about us, but it is also about you. Who are you? How do you fit into this family? How has God prepared you to lead this community? What does Pinelands expect of you? Why would you move your family to Miami?

You are an energetic and enthusiastic teacher and preacher. You are the kind of person whose call into the pastorate is clear to you and all those around you. You have a sharp understanding of the cultural worldview shifts that are happening in America, and you have spent time developing a winsome gospel presentation that is effective in showing the world the love of Christ and the good news of his sacrifice, death and resurrection. You overflow the Good News in every conversation. Jesus spills out of your cup when someone bumps into you. You are reformed without being overbearing. You love the lost - because God loves the lost.

You value the written Word and have a regular habit of written communication with those whom you lead.

You have ideas for books to write. You read a lot of books but prefer to disciple and interact with people.

You have preached enough sermons that you are confident in God's ability to deliver His message through your work. Your sermons always include the grace of God in loving and saving his people while they were still sinners.

Perhaps you have a passport and you have been overseas. You might even have been a missionary, or maybe not, but you recognize the importance of world missions and have well-formed missiology, because you care about the lost you cannot see and do not know. You see the outflow of the local proclamation of the gospel, and the discipleship of the church, as the mobilization of missionaries to foreign contexts.

You are not afraid of people who do not look like you, or sound like you, or who are older or younger than you. In fact, you see the tremendous blessing it is to know people who are not like you; people who will challenge and stretch and shape and mold and sharpen your understanding of God's kingdom.

John Piper says that a pastor "...cannot herald a vision with integrity and power that he has been handed on a piece of paper." You will be the chief visionary and preacher at Pinelands. Already, God is stirring your heart with a vision for ministry that is audacious, spectacular, unbelievable, and utterly impossible - without God making it possible. This sort of vision isn't given to everyone - in fact, most people are not this kind of visionary. But whoever leads this church must be.

Frankly Pinelands volunteers and staff are somewhat "weary in well doing" but can be revitalized if you will lead in a cogent, cohesive fashion, toward well-articulated goals, coaching and inspiring them to join you in realizing the vision.

You get excited about strategic planning because it is the time to dream big dreams and to let imaginations run wild. You see planning as the opportunity to let God direct the ministry toward great success.
You are a leader who has experience in steering the ship, motivating volunteers, leading staff, and a keen sense of where Pinelands can go. You are filled with Godly ideas and bubble over with excitement at what the Lord will do through you as you minister with us.

Pinelands does not have an associate pastor, therefore the next pastor will be a senior pastor (solo). Pinelands' pastor has to lead his staff, interface with volunteers, counsel members, visit the sick and shut-ins, all while also being chief visionary. The session and diaconate stand ready to help, but also crave your leadership.

Pinelands is strong on love and warmth but sometimes short on energetic movement. Pinelands has strong bones, developed under the strain of prosperity and struggle, turbulence and tranquility. Pinelands is accepting of people, in all the right ways. We love reformed theology but do not want to allow it to keep us from reaching the lost. The people of Pinelands are ready and hungry to continue God's work in fresh new ways.

Pinelands' campus is nestled between a large city park and an elementary school. We host other ministries, ministers and programs, and would like to do more to reach our community, city and the world.

Pinelands' families homeschool their kids. Pinelands' families send their kids to public schools. Pinelands' families send their kids to private schools. Pinelands hosts an afterschool program that is funded by the county and attended by kids from the public school next door. Pinelands volunteers reach out to and share the Gospel and God's love with some of the children in the after school program through a weekly Bible Club.

Pinelands has a legacy of powerful exegetical preaching on Sunday mornings, as well as several small groups, which we hope to expand.

Pinelands is the kind of place where your Sunday morning pew neighbors will be Latino on your right, Caribbean on the left, Anglo behind you and Haitian in front. It looks a lot like the community of Cutler Bay - hard working people from all over the world.

If the above sounds like it is describing you, and you find yourself resonating with Pinelands' diverse congregation, the warm and loving atmosphere, the challenge to meet the need for strong visionary leadership, and the love for reformed and grace-filled preaching and teaching, then please keep reading! We anxiously await your application.

Warmly,

Pinelands Presbyterian Church
Pastoral Search Committee
Pinelands Presbyterian Church began on July 12, 1953 and incorporated in August of 1955. For a time, the members held services at Perrine Community House and later in the Cutler Ridge School auditorium. Ground was broken at the present site in May of 1957.

The Rev. George Danneron served as pastor from 1960 until 1971. By 1962 the church had become interracial and the membership had climbed to 414 members. By 1971 the membership was 640.

Rev. William Johnson served the church as senior pastor from 1972-1974 and Rev. Harold Borchert from 1975-1980. During this period church membership fell to a mere 50. In 1973 Pinelands withdrew from the UPC denomination and joined the newly-formed PCA.

In its time of need, soon-to-be ordained Harry L. Reeder stepped in with a vision to revitalize the church. During his brief stay from September 1980 until January 1983 the average Sunday attendance climbed to more than 300. In 1983 the Rev. Reeder was called to revitalize a church in his hometown of Charlotte, N.C.

From 1983 to 1996 Pinelands again experienced a long and steady decline under the leadership of Rev. George Brengle (’83-88) and then Rev. David Stockment (’89-96). Attendance fell to around 60 members, in part due to the loss of the sanctuary building to Hurricane Andrew in August 1992. Despite low attendance during this time, by God's grace, the church was able to maintain full support to its missionaries.

In 1994 member Olga Sanz approached the Pinelands Session about the possibility of starting an enrichment program for home schoolers. This program grew steadily, and assisted numerous homeschooling families for over two decades, both Christian and from other religious backgrounds who came from all over the city to compliment their children's education. This program ceased to meet at Pinelands in 2017.

During 1997 two memorable changes took place. Not only was a new sanctuary building completed, but also, Rev. Michael A. Campbell was called as pastor. Rev. Campbell was Pinelands’ first African American pastor. Growth under Rev. Campbell enabled Pinelands to soon add Assistant Pastor Billy McKillop to its staff.

During Mike Campbell's service, Pinelands thrived as a multicultural church with a healthy mix of Anglo, African-American, Caribbean and Hispanic members. Average attendance swelled to just over 300, and Pinelands added a second Sunday service. In the fall of 2004 Pastor Campbell was called to lead a church planting effort in Jackson, MS. At his departure Pinelands attendance had dropped off to around 280 or so.

In January 2006 Pinelands called Rev. Kevin Smith, another dynamic African-American pastor to lead the church. During the six years of his leadership, Pinelands increased its multicultural mix and enjoyed exceptional preaching, but Rev. McKillop was called to mission work in Jamaica, the recession brought financial strain and overall attendance dipped to around 190. At the beginning of 2012 Rev. Smith accepted a call to New City Fellowship Church in Chattanooga, TN.

Rev. Nathan Parker served as our most recent pastor from 2014 until 2019. He was a very energetic pastor with a passion for reaching the lost, teaching and preaching the Gospel faithfully, and sending missionaries locally and abroad. He had a heart for discipling young men, some of whom are on their way to becoming ministers. He recently accepted a call to Faith Presbyterian Church in Athens, GA.
CURRENT VISION & MISSION

VISION: Pinelands Presbyterian Church exists to make a Kingdom-impact for Jesus Christ in the world
MISSION: Reach • Teach • Send
Reach outside our church to take the Gospel of grace to those who do not yet know Jesus Christ
Teach those who know Jesus Christ so that they might become mature disciples, fully equipped to serve Him
Send out those who have been reached and taught so that they might take the Gospel of Jesus Christ to the world

VALUES:
The Glory of God • the overarching goal all things in this life and the next
The Supremacy of Jesus Christ • God’s only way of salvation for all who believe
The Holy Spirit • the personal God dwelling in and transforming Christians
The Bible • God’s authoritative, infallible, and inerrant word to mankind
Prayer (corporate and individual) • the vital lifeline between God and His children
Expository preaching • a Biblical and Christ-centered focus in every message
Reformed theology • a view of the world that informs all of life
Training for Gospel ministry • leadership that proactively models and trains others so that they might serve (“to make one, take one”)
“Kingdom growth” rather than “Church growth” • investing in people so that the coming of God’s Kingdom is our aim, not merely numerical growth of our body
World missions • giving and participating so that the Gospel impacts people groups
Mercy • showing compassion toward the needy and hurting
The image of God in man • all humans are created in God’s image and are therefore to be valued

Goals and Strategies

Goal No.1: Provide a welcoming and nurturing Christ-centered church family for people of various cultures.

Strategies:
A. To welcome visitors of various cultures as Christ welcomed all by providing information about our church and its ministries.
B. To welcome visitors by assuring that our church buildings are welcoming.
C. To develop plan/procedures to "plug in" our members into a small group, Women’s Ministry, Men’s Ministry, Sunday school classes, etc.
D. To create a means to stay in touch with members to know their needs (illness, hospitalization, in need of meats, etc)
E. To create a means to follow up with visitors.

Goal No.2: Equip and promote Gospel-centered Christian living that permeates all areas of life.

Strategies:
A. To help our members develop a Christian worldview by teaching them to apply the Bible to all areas of living in God’s will.
B. To grow the number of small groups we currently have.
C. To teach our members how to study and apply the Bible.
D. To provide Biblical instruction that encompasses different stages/areas of a believer’s life.
E. To provide classes on apologetics to teach our members how to defend their faith.

F. To promote understanding of the ministry of the Holy Spirit in holy living.

G. To provide counseling and mentoring to our members that are, for example, hurting - i.e. depression, questioning their faith and walk, etc., facing difficult situations - i.e. addictions, spousal infidelity, considering divorce, etc., needing guidance.

**Goal No.3: Demonstrate God's burden for the lost abroad.**

Strategies:

A. Identify new missionaries to support while continuing to support current missionaries.

B. Provide opportunities to send out missionaries from our congregation either on short or long term trips.

**Goal No.4: Develop a culturally sensitive outreach to the lost in our city.**

Strategies:

A. To teach why and how to evangelize so that our members can effectively and confidently share the Gospel.

B. To establish a committee that will develop and execute objectives aimed at outreach to the city of Miami.

**Goal No.5: Discover members' spiritual gifts and equip them for service in the Kingdom.**

Strategies:

A. Provide spiritual surveys to discover our members' gifts/talents.

B. Equip our members to serve in the church.

C. Provide ministry opportunities for our members to serve

D. Provide training opportunities that encourage leadership responsibilities - teaching, serving, heading up a ministry, etc.

**Goal No.6: Mobilize the body of Christ to pray corporately and privately to know God.**

Strategies:

A. Continue Pastoral prayer during worship service - to bring our congregation as a whole before the Lord and instruct them on prayer.

B. Create and preach a series on prayer (Pastor)

C. Provide follow up study on praying, fasting, and Bible reading.

D. Provide intentional scheduled opportunities for Pinelands' members to pray together.

**Goal No. 7: Utilize all of the property resources of the church effectively and efficiently for the mission, and ministries, of the church.**

Strategy:

To establish a committee that is under the supervision of the deacons that will help in overall administration of the property, monitor the condition of the facilities, focus on making the buildings welcoming and project future facility needs.
**Pinelands by the Numbers**

<table>
<thead>
<tr>
<th>Approximate Attendance By Age Group</th>
<th>Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>1-5</td>
</tr>
<tr>
<td>#</td>
<td>7</td>
</tr>
</tbody>
</table>

Priorities from 2019 Congregational Survey:

<table>
<thead>
<tr>
<th>Areas That Need Improvement</th>
<th>Areas That Pastor Must Focus In</th>
<th>Most Important Sermon Components</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Building community</td>
<td>2. Discipleship</td>
<td>2. Application to everyday life</td>
</tr>
</tbody>
</table>

Note: Income includes facility use donations, which over the years has been 8-15% of budgeted income. Pinelands donates 10% of its income to missions and 3% to church planting.
Worship & Ministry

<table>
<thead>
<tr>
<th>Adult Sunday School</th>
<th>Fellowship</th>
<th>Worship Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 – 10:00 am</td>
<td>10:00 – 10:30 am</td>
<td>10:30 – 11:45 am</td>
</tr>
</tbody>
</table>

Pinelands Worship Service Format

- Call to Worship by a church elder
- Worship Songs, four songs led by Music Director and praise band
- Pastoral Prayer led by pastor or elder
- Tithes and Offerings with Special Music (children's church dismissal)
- Scripture Reading
- Message (approximately 40 minutes)
- Communion on first Sunday of the month
- Benediction

Church Ministries

- Adult Sunday School
- Bible Club (for after school students)
- Children’s Church
- Meals Coordination for Sick and Elderly
- Men’s Ministry
- Miami Rescue Mission (monthly visitation & preaching)
- Nursing Home (biweekly)
- Prayer Group & Prayer Chain
- Small Groups
- Support Group for Loved Ones of Special Needs People
- Women’s Ministry
- Youth Group

Programs & Ministries Currently Hosted by Pinelands

- Hope for Miami - After-school & summer program for school-age children
- Korean Presbyterian Church
- Bible Study Fellowship in Spanish (for women)
- Reconcile Church (a mission church that is supported and governed under Pinelands since 2018) - their Pastor uses one of our offices
- Christ for Miami - one of their workers uses one of our offices
- Navigators - one of their workers uses one of our offices
**Church Committees**

**Committees of the Session**

- **The Administration Committee** is responsible for the overall operations of the church.

- **The Christian Education Committee** is responsible for the Christian education ministries of the church, reviewing curriculum for children and adult Sunday school classes, children’s worship and youth ministries. This committee also oversees the approval process of teachers and their training.

- **The Missions/Outreach Committee** is responsible to keep an outward view in every ministry of the church and to assist the church in fulfilling the Great Commission.

- **The Shepherding Committee** is responsible for ministries that promote the fellowship and discipleship of Pinelands' members and that involve developing the membership of Pinelands, as well as assimilating new members into the fellowship of the church.

- **The Worship Committee** is responsible for all our worship related ministries, such as: music ministry, CD ministry, and sermon translation. They also oversee the operation and upkeep of the sound system, ushering and greeting of members and visitors on Sunday, baptisms, and weddings.

*Note: Some of these committees are currently inactive.*

**Diaconate Committees**

- **Finance** is a committee under the Diaconate that meets on a regular basis to make suggestions to the Diaconate with regard to finances of the church. They review church expenses and make recommendations to the Session for the annual budget of the church; this includes ministries, salaries and operating expenses.

- **Helps** is a ministry that assists in the worship service: unlocking and locking the facility on Sunday, ushering as needed, collecting the offering and counting the loose money in the offering each week, filling out the attendance sheet, making sure the sanctuary is tidy for the service, and serving as needed.

- **Mercy** is a ministry to people with special needs such as shut-ins, widows and older single women who may need help with household repairs, hurricane shutters and such. The Mercy Ministry also administers the Mercy Fund. These monies are used to help people in need both inside and outside the church.

- **Property** is a branch of the Diaconate which oversees the physical property needs of the church, overseeing the physical needs of the buildings, property and equipment of the church by identifying and repairing areas in need, overseeing hired services, and making purchases when necessary.
SESSION AND DIACONATE PROFILES

Session Members

- **Andrew Aquârt** and his wife, Leslie, have been members of Pinelands since 2004. They have three grown and married children. They both serve the Lord and His church in different ministries. Currently Andrew is not only an elder, but also the chairman of the Finance Committee and the Pastoral Search Committee.

- **Bishnu Kanaya** and his wife Anne have been members since 1995. They have two adult children. Over the years Bishnu has mostly served as a deacon, helping in visitation and in the Admin Committee but recently he became part of the Session.

- **Dan Niguidula** has been a member since 1999. He is married to Amanda, who, with her family, grew up attending Pinelands. They have a teenage daughter. Dan also serves as a member of the Finance and Missions Committees.

- **Mike Oliver** and his wife Kim became members in 2007. They have three daughters who also attend Pinelands. He has been actively involved as a youth group leader and is a member of the Pastoral Search Committee. Mike was a deacon before being elected as an elder.

- **Mike Stango** and his wife Patty have been members since 1994. They both have consistently served the Lord in teaching and leading in the Children’s and Youth Ministries.

Diaconate Members

- **Jeff Cintron** has been a member since 2006. He and his wife Susan have two grown children and a middle school son. They both are very active at Pinelands, serving in the mercy ministry, as well as the youth and children’s ministries.

- **Oliver Hill** and his wife, Mary have been members since 2000. They have two grown daughters. Oliver has served in the Diaconate for many years and continuously helps with property repairs and improvements.

- **Richard Horta** has been at Pinelands since his youth, and has served both as a deacon and as a youth leader for several years. He works as an engineer for AT&T and is pursuing a masters’ degree at FIU.

- **Rich Kern** and his wife Judy have been Pinelands members since 1982. They have two grown, married children who attend Pinelands with their families. Rich has served as both an elder and a deacon over his thirty-seven years at Pinelands. He has overseen numerous projects of the Diaconate, served in the Administration Committee, and his help has been invaluable in developing and maintaining church policies and procedures. Rich is a semi-retired biologist, filmmaker and educator.

- **Richard Kern**, son of Rich & Judy, grew up in Pinelands. He and his wife, Sarah have a little daughter. Richard has served in the Diaconate for several years and has also served in the Administration Committee.

- **Earl Millington** has been a member of Pinelands since 2016. From the beginning he demonstrated a desire and ability to help in many ways, from visitation to church projects and activities.

- **Leroy Waters** and his wife Lori have been members since 2001. They have two grown sons. Leroy has served in the Diaconate for many years, supervising numerous projects. Both, Leroy and Lori serve in the Finance Committee. Leroy and his father Mark own and operate their own business specializing in pipe freezing. Leroy's parents Mark and Janice are also Pinelands' members for almost three decades.
PI N E L A N D S S T A F F P R O F I L E S

- **Janine Closius** - Administrative Coordinator (part-time): Janine and her husband, Rick, have been members since 2018. They have two daughters in high school and college. Janine helps coordinate facility use, organize volunteers and activities, as well as maintaining files in the office. She also covers the office when necessary.

- **Louis Cooper** - Elder on Campus: Louis is married to Avis. Louis is father to five adult children. Louis and his family have attended Pinelands for two decades. He has been a session member for many of those years. He is retired from both the Army and the US Postal Service. Louis helps in the visitation ministry as well as in caring and providing spiritual care and transportation to needy people.

- **Pedro Figueroa** - Sexton (part-time): Pedro has been employed at Pinelands for about eight years. He is married to Carmen Figueroa. They are Christians but do not attend Pinelands.

- **Ana Prinz** - Office Manager (full-time): Ana is Married to Doug. They’ve been members since 2011 and have five grown children. Ana's work includes accounts receivable, accounts payable, payroll, taxes, monthly reports for the church, bulletin and PowerPoint preparation, as well as assisting different ministries with formatting, printing and purchasing needs.

- **Bill Reed** - Music Director (Part-time): Bill and his wife Debbie have been members since 2001. Bill has been the Music Director for 6 years. He leads the congregation in worship each Sunday along with the Worship Team. Bill sings, arranges music, and plays several instruments.

PULPIT NOMINATING COMMITTEE PROFILE

- **Andrew Aquârt** (see Session)

- **Lisa Bouwsma** and her husband David have been members of Pinelands since 2008. They have four grown children who are also members. Lisa leads a women’s Bible study. Their children Peter and Jessica volunteer in the worship team.

- **Rick Closius** is married to Janine (see Staff Profiles). He has a passion for learning, teaching and preaching the Gospel faithfully, as well as for reaching the lost.

- **Louis Cooper** (see Staff Profiles).

- **Mike Oliver** (see Session).

- **Ana Prinz** (see Staff Profiles).

- **Yianni Vourtsis** and his wife, Katherine have been members since 2018. They have a baby boy. Yianni is currently studying in seminary and under pastoral care.

- **Marcia Douglas** and her husband Merrick have been members since 2010. Marcia has served in the Women’s ministry and led Bible studies as well as other women’s activities.
Cutler Bay, Florida’s estimated population is 44,867 according to the most recent United States census estimates. Cutler Bay, Florida is the 66th largest city in Florida based on official 2017 estimates from the US Census Bureau.

The population density is 4565.26 people/mi² (1762.65 people/km²). The overall median age is 36.2 years, 32.5 years for males, and 39.4 years for females. For every 100 females there are 101.8 males.
Cutler Bay FL Marital Status

Marriage Rates

- Overall Marriage Rate: 44.5%
- Male Marriage Rate: 46.3%
- Female Marriage Rate: 42.8%

Cutler Bay FL Married by Age and Sex

The age group where males are most likely to be married is 25-44, while the female age group most likely to be married is 35-44.

Cutler Bay FL Marital Status by Race

- Married
- Widowed
- Divorced
- Separated
- Never Married
% Cutler Bay FL Educational Attainment by Sex (over 25)

<table>
<thead>
<tr>
<th>Education Attained</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less Than 9th Grade</td>
<td>1,259</td>
<td>3.19%</td>
</tr>
<tr>
<td>9th to 12th Grade</td>
<td>1,709</td>
<td>5.72%</td>
</tr>
<tr>
<td>High School Graduate</td>
<td>7,781</td>
<td>26.24%</td>
</tr>
<tr>
<td>Some College</td>
<td>6,692</td>
<td>12.00%</td>
</tr>
<tr>
<td>Associates Degree</td>
<td>3,617</td>
<td>11.68%</td>
</tr>
<tr>
<td>Bachelors Degree</td>
<td>6,583</td>
<td>21.58%</td>
</tr>
<tr>
<td>Graduate Degree</td>
<td>3,001</td>
<td>10.12%</td>
</tr>
</tbody>
</table>

% Cutler Bay FL Poverty

Cutler Bay FL Poverty by Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Total</th>
<th>In Poverty</th>
<th>Poverty Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>36,703</td>
<td>2,914</td>
<td>11.94%</td>
</tr>
<tr>
<td>White</td>
<td>12,201</td>
<td>1,227</td>
<td>10.08%</td>
</tr>
<tr>
<td>Black</td>
<td>6,265</td>
<td>601</td>
<td>7.61%</td>
</tr>
<tr>
<td>Multiple</td>
<td>1,151</td>
<td>67</td>
<td>5.87%</td>
</tr>
<tr>
<td>Asian</td>
<td>700</td>
<td>30</td>
<td>4.29%</td>
</tr>
<tr>
<td>Other</td>
<td>1,552</td>
<td>0</td>
<td>0.00%</td>
</tr>
</tbody>
</table>

Source: US Census 2017 ACS 5-Year Survey (Table B15005)
### Origin of Non Citizens

- Europe: 30.3%
- Asia: 20.1%
- Africa: 19.7%
- Oceania: 15.4%
- Latin America: 10.5%
- North America: 3.6%

Non citizens include legal permanent residents (green card holders), international students, temporary workers, humanitarian migrants, and illegal immigrants.

### Origin of Naturalized Citizens

- Europe: 54.0%
- Asia: 19.2%
- Africa: 14.6%
- Oceania: 9.3%
- Latin America: 4.8%
- North America: 0.9%

### Place of Birth

- 39.55% Born in Florida
- 61.64% Native Born
- 38.36% Foreign Born
- 15.30% Non Citizen

61.64% of Cutler Bay FL residents were born in the United States, with 39.55% having been born in Florida. 15.30% of residents are not US citizens. Of those not born in the United States, the largest percentage are from Latin America.

### Cutler Bay FL Language

45.21% of Cutler Bay FL residents speak only English, while 54.79% speak other languages. The non-English language spoken by the largest group is Spanish, which is spoken by 45.55% of the population.

### Sources

1. US Census City/Town Population estimates - Most recent state estimates from the Census Bureau's Population Estimates Program
2. 2018 Annual Estimates of the Resident Population (CENESTIMES)
3. 2013-2017 American Community Survey 5-Year Estimates (50010 - Age and Sex)
5. 2013-2017 American Community Survey 5-Year Estimates (OP4 - Selected Economic Characteristics)
6. 2013-2017 American Community Survey 5-Year Estimates (OP4 - Selected Housing Characteristics)
7. 2013-2017 American Community Survey 5-Year Estimates (B02001 - Race)
Pastoral Job Description

Minimum requirements

1. A PCA ordained Pastor or Teaching Elder.
2. Should have a heart for shepherding, preaching the Word, discipleship, Evangelism and teaching.
3. Should have a heart for and encourage further development in foreign missions, local outreach, and mercy ministries of the church.
4. Should have a commitment to the PCA and participate in denominational and Presbytery level events, as appropriate.
5. Should be a man of character consistent with the description of an elder in 1 Timothy 3 and Titus 1.
6. Demonstrated ability to lead through effective delegation, as well as assist in the development and implementation of strategic plans.
7. Should have Reformed doctrinal beliefs consistent with and acceptable to the PCA, our Presbytery, and our Session.
8. Should be a graduate of a Seminary with and M. Div. or equivalent.
9. Should have at least 3 years’ experience as a pastor or associate pastor or equivalent experience.
10. The pastor should share the church’s commitment to corporate prayer and be eager to lead and facilitate the congregation in prayer when at worship and in regular prayer meetings.

Preferred

1. Married, whose wife is supportive of her husband and his ministry and can relate to people of all ages with joy.
2. Both task oriented and strategic minded.
3. Someone who has an appreciation for Miami’s multi culture environment.
4. Speaks Spanish.

General Responsibilities

1. SHEPHERD: Provide spiritual leadership, care and oversight of the congregation.
2. MANAGE: Oversee the administration of the church office, and, with the Session, direct and coordinate the operations of the church staff and ministries.
3. **LEAD:** Moderate Session meetings and report to the Session regularly on the progress and challenges of the church. Pray regularly with the Session. Lead in Shepherding.

4. **CULTIVATE:** Demonstrate a commitment to his own spiritual and intellectual growth and professional development through continuing studies. Seek opportunities to disciple and encourage teachers, officers, and leaders.

**Specific Duties**

Job hours are a bit irregular, because you must divide your time between conducting worship services, visiting the sick and shut and completing administrative duties. Specific job responsibilities may include:

1. Preparing weekly sermons, preaching and conducting worship services.
2. Provide spiritual leadership, care and counseling to members of the church.
3. Officiate at special services, such as weddings and funerals.
4. Collaborate with worship leader to integrate music into church services.
5. Mentoring, teaching and guiding ministry leaders such as the Children’s, youth, men’s, women’s ministries
6. Teaching - Interpreting and teaching the Scriptures, theological concepts, history of the Church. Teaches sound doctrine based on Biblical truths, including the meaningful application of Scripture.
7. Provides instruction for Church Officers, educational leaders, and new members; also seeks to grow and train new teachers as those gifts are recognized (a “teacher of teachers”)
8. Visiting the sick and shut
9. Completing administrative duties such as:
   a. Assisting in church financial matters
   b. Overseeing management of all areas of the congregation’s ministry
   c. Supporting, overseeing and evaluating congregation staff
   d. Holding regular staff meetings to coordinate ministries
   e. Ensuring church facilities are functioning
   f. Moderate Session meetings and report to the Session regularly on the progress and challenges of the church.
PROCESS OF CANDIDACY

If you sense that the gifts and experiences God has given you are a good match for Pinelands Presbyterian Church, we invite you to begin the application process. All candidate information and conversations will be handled confidentially. You may contact the Pastoral Search Committee to get more information or to ask questions. The contact information is below.

1. Curriculum Vitae: When formatting your CV for this position, please include the following for each position that you have held during the past fifteen years.
   - Name of organization
   - Location of your position
   - Job title
   - Beginning and ending dates in the position
   - Position to which you reported and positions that reported to you
   - Primary responsibilities and achievements
   - Reason for leaving

2. A completed Ministerial Data Form. If you need this form, please email Karen Cook at pastorsearch@pcanet.org.

3. Two or three sermons as MP3 or CD. CDs may be mailed separately, MP3s may be emailed, or sermons are available for download or streaming on the web, please send URLs for each.

4. Responses to Essay Questions: In order to help us get a more complete picture of you and your interest in Pinelands, provide us with responses to each of the following (1-3 pages each):
   - How were you called into ministry? What is your specific vision for your pastorate? If invited, how would you seek to implement that vision at Pinelands? Discuss your understanding of the pastor’s vision and his impact on the church’s vision. Reflect on what you have seen the Lord accomplish, through you, toward the fulfillment of your ministry vision. Please include relevant scripture passages that inform your ideas.
   - As you consider the daily leading of church staff and volunteers, what is your role? Describe accountability for staff and volunteer leadership. Where staff are concerned how do you handle conflicts? How do you address poor performance? reward great performance?
   - In light of Matt. 28:19-20, How would you, as a pastor, lead a congregation to "Go and make disciples of all the nations" and also focus inwardly by "teaching them to obey all that Christ commanded," without allowing the one responsibility to compete with, or overshadow, the other? And how would you maintain this balance in dealing with members of varying (or disagreeing) views on how our church should advance the cause of Christ?
• Please also respond to two or three of the following questions (1 to 2 pages each):

1) What is your view of spiritual gifts?

2) Describe your understanding of the role of women in the church. How does your wife participate in your ministry?

3) Once you get people in church, how do you keep the back door closed?

4) How do you handle criticism? Give specific examples.

5) What critical issues have you had in a previous church and how did you handle it?

6) What is your view of appropriate music for church?

7) Who are some pastors and authors that you admire?

8) What are the three most significant movies you've seen? Why?

9) In what ways would you motivate a discouraged leader?

10) What ministries have you initiated and led that are still in place today?

11) Discuss American worldview shifts of the past thirty years. What do you think is the church’s role in addressing pop culture? How is the message of the gospel to be shaped in light of these changes?

12) How should the church adapt?

13) What are some of the greatest threats facing the evangelical church today?

14) Can you give some suggestions on how to strive for excellence in church life without sacrificing our open arms to the lowly, broken and unlovely...the truly needy among us?

15) Have you dealt with division in your church? And if so, was it resolved and was it handled with truth and love?

16) What are two of your greatest strengths? Two of your greatest weaknesses?

Submit this information in Microsoft Word or PDF format to psc-submissions@pinelandspca.org.

Feel free to contact us with any questions about this process. Submit any printed items and/or CDs of sermons to:

PASTORAL SEARCH COMMITTEE
Pinelands Presbyterian Church
10201 Bahia Drive
Cutler Bay, FL 33189
**EMPLOYMENT APPLICATION FORM**
*(If available, please attach your resume and any letters of reference)*

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<th>Middle:</th>
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<th>Yes</th>
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**EMPLOYMENT**

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**MINISTRY WORK 1**

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**MINISTRY WORK 2**

**Type of ministry:**

**Type of work:**

**Supervisor’s name:**

**Brief Job description/responsibilities:**

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**OTHER WORK (VOLUNTEER/INTERNSHIP):**

**Type of work/Title:**

**Dates From/To:**

**Supervisor’s name:**

**Phone:**

**Brief Job description/responsibilities:**

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**SKILLS & GIFTS**

Please list your skills and gifts that you believe may be pertinent or helpful to this position.

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**REFERENCES**

**Professional:**

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**Personal:**

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May the church check with your past employers about your job performance?  Yes  No

May the church call or write your references and ask for information?  Yes  No

May the church check with the department of motor vehicles about your driving record?  Yes  No

May the church obtain an interstate criminal records check or other background records and information check on you?  Yes  No

May the church verify all items of information you have given on this form?  Yes  No

May the church check with any other persons or any other sources of information it may consider relevant to hiring you?  Yes  No

---

**Applicant’s Signature:** ___________________________ **Date:** ____________

**DISCLOSURE:**

PPC is committed to equal employment opportunity for all qualified persons, without regard to race, color, ancestry, national origin, sex, marital status, physical disability, mental disability, medical condition, veteran’s status, age, or any other applicable protected class so determined by state or local statue or code, to the extent required by law. This applies to all employment practices, including hiring, promotions, training, disciplinary action, termination, and benefit.

The Church does, however, reserve the right to employ persons who have a denominational background and philosophy of ministry similar to ours and who, in the opinion of the Church, have a work history and a life style that is consistent with the Scriptural principles of the Church. The Session shall make the final decisions concerning noncompliance with these conditions.

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**OFFICE USE:**

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Session Member’s Signature: __________________________