

# Peace Church

*Worship Christ. Build Community. Love Cary.*



*Church and Job Profile for Our Next Pastor*

*“You are the light of the world. A city set on a hill cannot be hidden.”*

Matthew 5:14



**Dear Pastor,**

Peace Church is searching for its next lead pastor.

It is our prayer that God is already working in someone’s heart to cultivate a desire to serve our congregation. We are also praying that God is working in and through our search committee to find the right person for our church.

This profile should help you discern whether you are being called to serve our church.

On the pages that follow, you will find information about our church’s history, congregation, leadership, and ministries, and information about the community we serve. You will also find an assessment of our church’s current needs, a description of our vacant lead pastor position, and, finally, information about how to apply.

If you would like more information about Peace Church, please visit [peacepca.org](http://peacepca.org) or ask us a question by sending an e-mail to [search@peacepca.org](mailto:search@peacepca.org).

Together in Christ,

**The Lead Pastor Search Committee**

Danielle Elder, *Chair*

Xan Innes, *Vice-Chair*

Anna Purvis, *Secretary*

Grant Buckner

Scott Parrish

Rick Chapman

Don Rayno

Rebecca Lucas

Gerald Vandezande

Katharine Parrish

Laura Yoo

# Our History

God has been good to Peace Church. In 2020, we are celebrating 40 years of faithful gospel ministry. We have been blessed by all our former pastors, whose work is evident in our church's continued growth. As we look to the future with a new lead pastor, it is important to remember our past.

## *Early Beginnings* (1980–1988)

- In January 1980, several families from our parent church worshipped together for the first time as Peace Church.
- Worship took place in local school buildings until 1984, when Peace moved into its own facility.
- Peace called its first pastor and first assistant pastor.
- This period of time is marked by the faithful service and dedication of Peace's charter members to establish the church and position it for future growth.

## *Expansion of Ministry* (1988–2006)

- Peace called its second, and longest serving, pastor and expanded its ministry staff.
- In May 1992, Peace built and moved into its present facility. An education wing was later built in 2000.
- Retreats for officers, women, and men were started.
- Children and youth ministries flourished.
- Peace Preschool was founded.
- Support for local and world missions grew.
- Peace planted two daughter churches.
- Peace first connected with its sister church, an African-American congregation in urban Raleigh, to pursue cross-racial relationships and unity within the body of Christ.
- This period of time is marked by the significant expansion of Peace's ministry to its congregation and its community.

## *Growth and Transition* (2006–Present)

- Peace called its third and fourth pastors, and the number of elders and deacons increased.
- Peace planted its third daughter church.
- Many young families joined the church and Peace grew in demographic breadth.
- The children's ministry grew with the addition of many new babies.
- Giving increased, the budget was expanded, and planning for the future was initiated.
- Small groups became an integral part of the the church's ministry.
- After the departure of Peace's fourth pastor in 2019, an interim pastor was hired to assist leadership and serve the congregation through a period of transition.
- This period of time is marked by the growth of Peace into a large multi-generational church, and with that growth, a period of transition.

# Our Congregation

The congregation of Peace Church is large, multi-generational, and includes many new members.

## **Our congregation is large.**

- We have more than 650 members, including both communicant and non-communicant members.
- Our average weekly attendance for worship over the past five years is around 450 people.
- Our budget for the 2020–2021 ministry year is \$1.3 million.
- We have 21 active community groups.



## **Our congregation is multi-generational.**

- Every age group is well-represented in our congregation.
- Over half (55%) of our congregation is below the age of 40.
- We have more than 70 young families, totaling more than 150 children aged newborn through the 8<sup>th</sup> grade.



## **Our congregation includes many new members.**

- Most members (60%) have been at Peace for less than 10 years.
- The largest demographic, by far (41%), has been at Peace for less than 5 years.

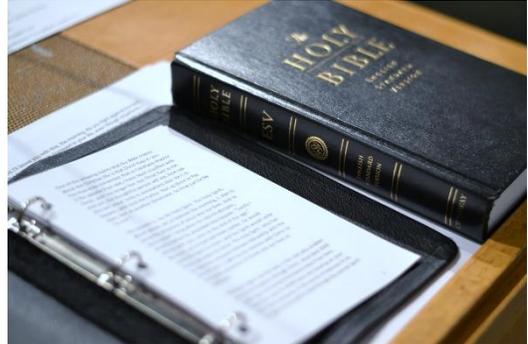


## Our Leadership

As a larger church, we have chosen to elect a large session and diaconate. There are currently 14 ruling elders on our session and 14 deacons on our diaconate.

In addition to our elected leadership, we also have several people on staff at Peace. Our staff includes three teaching elders—an interim pastor, associate pastor, and assistant pastor—as well as several ministry leaders and support staff.

More information about our leadership is available on our [leadership webpage](#).



## Our Ministries

As Peace Church has grown over the years, so has its work of ministry to the congregation and to the community.

*“For you were called to freedom, brothers. Only do not use your freedom as an opportunity for the flesh, but through love serve one another.”*

Galatians 5:13



Peace has developed several “in-house” ministries that serve the congregation and community at-large, as well as those that serve particular groups within our congregation.

Peace also supports the work of many outside ministries. By God’s financial blessing, Peace invests more than 20% of its annual budget into evangelism, outreach, and mission efforts. Peace currently supports 17 local ministries and 24 world ministries, several of which were started by Peace members.

More information about our ministries is available on our [ministries webpage](#).

# Our Community

Our hometown of Cary is affluent and educated, and it sits in one of the most diverse regions in North Carolina. But we believe our call is to love our *entire* community, not just those who fit an aggregate profile, and to make disciples of Jesus Christ.

## Cary at a glance.

- Cary's population is approximately 170,000 and there are more than 2 million people in the research triangle region of North Carolina.
- More than 20% of Cary's population was born outside of the United States.
- More than two-thirds of Cary residents have earned a bachelor's degree; many possess graduate or professional degrees as well.
- The median household income in Cary is \$101,000.



## Learn more about...

- *North Carolina* at [nc.gov/about](http://nc.gov/about)
- *Cary* at [townofcary.org/recreation-enjoyment/about-cary](http://townofcary.org/recreation-enjoyment/about-cary)
- *Local schools* at [wcpss.net](http://wcpss.net) and [greatschools.org/north-carolina/cary](http://greatschools.org/north-carolina/cary)



*“All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded of you. And behold, I am with you always, to the end of the age.”*

Matthew 28:18–20

# Our Current Needs

As we reflect on the 40-year history of Peace Church, we are amazed at how Christ is using our congregation and leadership to build his church and advance his kingdom.

Growing our church, planting new churches, and expanding our ministries, however, have not been easy. Many sacrifices were made, and we have had our share of struggles over the years.

We are mindful that it is Christ at work in us despite our own efforts to the contrary. Peace Church is a community of sinners and there are areas in which we need to improve.

*We need to:*

- **develop relationships with our local Christian and non-Christian communities;**
- **better evangelize the lost in our community;**
- **not only support, but champion our pastoral staff in their ministry;**
- **bear each other's burdens well; and**
- **develop unity and fellowship across all segments of our congregation.**

We are also mindful that Peace Church is searching for a pastor during a global pandemic. The COVID-19 outbreak has dramatically changed our worship services, our ministries, and our fellowship with one another. It has proven our strengths and revealed our weaknesses.



It is our prayer that our next pastor will labor with us as we seek to develop our strengths and address our weaknesses in a world that is changing around us.

*“Now may the God of peace...equip you with everything good that you may do his will, working in us that which is pleasing in his sight, through Jesus Christ, to whom be glory forever and ever. Amen.”*

Hebrews 13:20–21

# Our Lead Pastor Position

The Lead Pastor is a full-time, ordained pastoral staff member who leads the congregation of Peace Church to Jesus Christ. He preaches and teaches the Scriptures well, cares for his flock with lovingkindness, and seeks the lost earnestly.

Together with the other elders, the Lead Pastor provides the vision, spiritual oversight, and leadership that is necessary for Peace Church to advance the kingdom of Christ.

## **Key Responsibilities**

- Models Jesus Christ to his family, our congregation, and the community
- Provides leadership within our pastoral staff
- Oversees our corporate worship and the preaching and teaching of the Scriptures
- Builds unity across a multi-generational congregation
- Cares for our congregation and provides biblical counsel to those in need
- Intercedes in prayer on behalf of Peace Church, its leaders, and its members
- Represents Peace Church in the community

## **Desired Traits**

- Exhibits a concern and desire that people will be shaped and styled into the likeness of Jesus Christ
- Preaches and teaches the Scriptures well
- Fosters a spirit of outreach that permeates his ministry, engaging both culture and community
- Leads others with a servant's heart
- Possesses strong interpersonal skills, demonstrated by his ability to relate to all age groups, show compassion, and keep confidences
- Pursues personal spiritual development and continuing education

## **Desired Experience**

- Possesses at least 10 years of experience as a lead, associate, or assistant pastor within a denomination that is associated with the North American Presbyterian and Reformed Council

# How to Apply

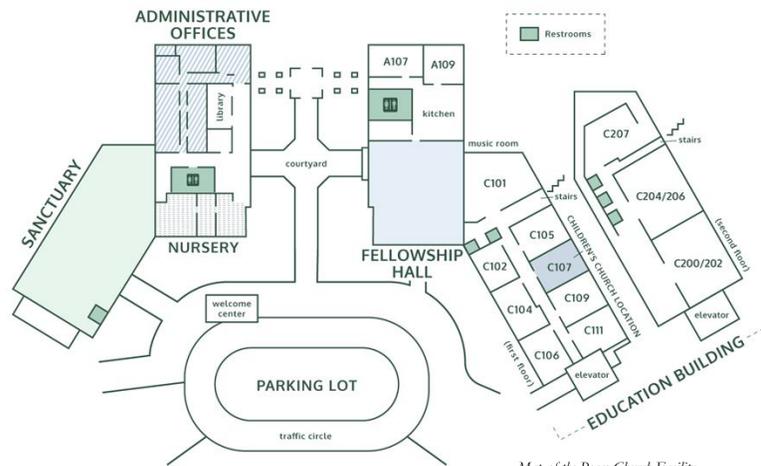
If you sense that God may be calling you to serve Peace Church as its next lead pastor, we encourage you to apply for the position.

**Interested candidates should email [search@peacepca.org](mailto:search@peacepca.org) and attach the following:**

- Cover Letter
- Resume
- Ministerial Data Form (available upon request from the PCA Administrative Committee)
- Sermons (2–3; URLs or audio files)

Please note that the search committee will ask for references later in the selection process. Candidates should therefore be ready to provide the committee with references upon request.

We look forward to hearing from you!



The mission at Peace Church is simple:  
*Worship Christ. Build Community. Love Cary.*

**Worship Christ.** At Peace Church, we believe life is not primarily about us. It's about Jesus! We celebrate his centrality through weekly services that magnify him, and by pursuing growth through faith, repentance, and obedience.

**Build Community.** Relationships flourish in intimate, honest settings. Peace attendees are encouraged to get connected to a community group that meets regularly for fellowship, Bible-centered conversation, and prayer.

**Love Cary.** By sharing the good news of salvation in Jesus, by offering acts of mercy and service in his name, and by helping to plant like-minded churches, Peace strives to be an outward-facing church that serves Cary, the Triangle, and the world.



Office of the Stated Clerk  
1700 North Brown Road, Suite 105, Lawrenceville, GA 30043  
Phone 678-825-1000 Email: [pastorsearch@pcanet.org](mailto:pastorsearch@pcanet.org)

**CHURCH PROFILE FORM**

Revised 8/2017

Check here if you would like to be added to our Ministry Opportunity List  
([www.pcaac.org/get-involved/pastoral-job-positions/](http://www.pcaac.org/get-involved/pastoral-job-positions/))

**PART I -- BASIC DATA**

1. NAME OF CHURCH: **Peace Presbyterian Church**

ADDRESS: **1777 West Chatham St. Cary, NC**

TELEPHONE: **919-467-5977**

PRESBYTERY: **Eastern Carolina Presbytery**

2. NAME OF PULPIT COMMITTEE CONTACT PERSON: **Danielle Elder, Chair / Anna Purvis, Secretary**

MAILING ADDRESS: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_

EMAIL: **search@peacepca.org**

3. TYPE OF COMMUNITY

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

4. TYPE OF CHURCH

- Church with Multiple Staff **X**
- Church with Solo Pastor \_\_\_\_\_
- Mission Church \_\_\_\_\_
- Non-PCA Church \_\_\_\_\_
- Overseas Church \_\_\_\_\_

5. SIZE CHURCH

- Under 100 members \_\_\_\_\_
- 101-250 members \_\_\_\_\_
- 251-500 members \_\_\_\_\_
- 501-800 members **X**
- 801-1,000 members \_\_\_\_\_
- 1,001-1,600 members \_\_\_\_\_
- Over 1,600 members \_\_\_\_\_

6. TYPE OF POSITION VACANT

Pastor (Solo) \_\_\_\_\_  
 Senior Pastor **X (Lead Pastor)**  
 Associate Pastor \_\_\_\_\_  
 Assistant Pastor \_\_\_\_\_  
 Interim or Supply \_\_\_\_\_  
 Lay Professional \_\_\_\_\_  
 (e.g. Educator, Musician)  
 Pastoral Counselor \_\_\_\_\_

7. CONGREGATIONAL INFORMATION

Average Attendance **450**  
 # of Adults over 65 **120**  
 # of Adults under 65 **330**  
 # of Teens **61**  
 Number of Children **152**

8. FINANCIAL INFORMATION

Total Income **\$1.23M**  
 Benevolent Disbursements **\$265K**  
 Church Expenses **\$1.19M**  
 Ministers Compensation Package **Negotiable (incl. salary, housing, retirement, life ins., medical ins., expense acct)**

9. MANSE:

(a) Does the church have a manse? \_\_\_Yes **X**\_No (b) If "yes," is the pastor expected to live in the manse? \_\_\_Yes \_\_\_No

10. SCHOOL:

Does the church own or operate a school? **X (Preschool)**\_Yes \_\_\_No

11. PROGRAMS AND OUTREACH

<b>Sunday School (youth and adult)</b>	<b>Stephen Ministry</b>
<b>Youth, Preschool through Sr. High</b>	<b>More Mature Members</b>
<b>Children's Choir</b>	<b>Soloist (Widows) Ministry</b>
<b>Men's Ministry</b>	<b>Peace Preschool (4 days/week program)</b>
<b>Women's Ministry</b>	<b>17 local ministries and 24 world ministries</b>
<b>Comfort and Care</b>	

**PART II -- PASTOR CRITERIA DESIRED  
(Check all that apply)**

A. YEARS OF MINISTRY EXPERIENCE REQUIRED (may include ordained or non-ordained experience):

None needed \_\_\_\_\_  
 1-5 \_\_\_\_\_  
 5-10 \_\_\_\_\_  
 10-20 **X**  
 Over 20 **X**  
 No preference \_\_\_\_\_

B. Marital Status:

Single \_\_\_\_\_  
 Married \_\_\_\_\_  
 No preference **X**

### PART III -- CONGREGATIONAL PRIORITIES

THE CONGREGATION PLACES PRIORITIES FOR THIS MINISTER ON THE FOLLOWING:

**Check no more than six (6) of the following twenty activities to indicate the highest priorities for this ministerial position.**

#### **CHECK NO MORE THAN SIX (6)**

1. \_\_\_ WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
2. **X** PROCLAMATION OF THE WORD: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.
3. **X** SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
4. \_\_\_ CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
5. \_\_\_ HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
6. \_\_\_ CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
7. \_\_\_ COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.
8. **X** EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
9. \_\_\_ DISCIPLESHIP TRAINING
10. **X** ENCOURAGING THE MINISTRY OF THE LAITY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.
11. \_\_\_ MISSION BEYOND THE LOCAL COMMUNITY: Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. \_\_\_ DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.
13. \_\_\_ TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.
14. **X** INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.

15.  CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.
16.  ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.
17.  STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.
18.  EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.
19.  CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.
20.  DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

**PART IV -- PASTORAL MINISTRY STRENGTHS OR EXPERIENCE DESIRED**

Please check **NO MORE THAN SIX (6)** primary pastoral ministry strengths or experience expected for this position.

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