

LEAD PASTOR PACKET

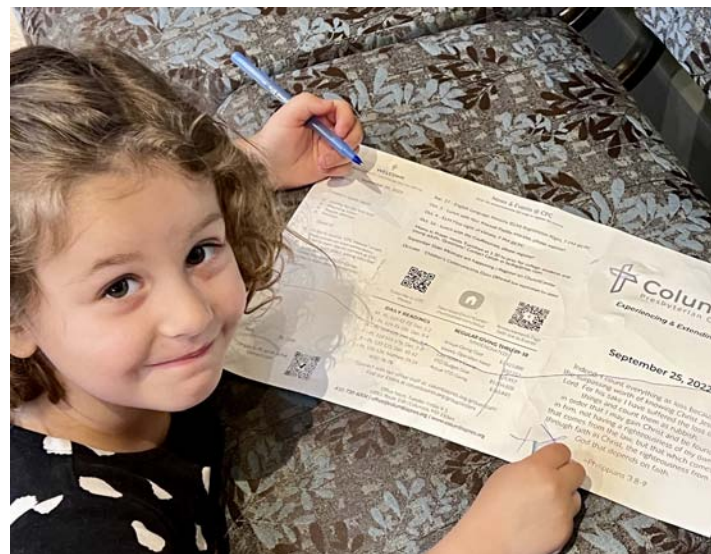


COLUMBIA PRESBYTERIAN CHURCH (PCA)

LEAD PASTOR PACKET

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INTRODUCTION

We are excited that you are considering making Columbia Presbyterian Church (CPC) your home and using your pastoral gifts to lead our church family!

For over 40 years, Columbia Presbyterian has been a gospel-preaching voice in Howard County. In 2018, we joined the Presbyterian Church in America (PCA). We are growing into a loving community committed to grace-filled preaching and worship, reflecting Christ's love in our fellowship, reaching out personally with the gospel, and supporting local and global missions.

We have had only two Lead Pastors in our history. The pastor who planted CPC served us well for over thirty years until his retirement. Our second pastor had a decade-long tenure, during which he supplied strong pulpit ministry and led us into the PCA. During his sabbatical last summer, he received an invitation to consider a new pastoral call to a congregation in Tennessee and accepted that call.

Soon after our second pastor departed, we contracted with Flourish Coaching to guide us through our transition process. Flourish is an experienced group of coaches who support churches during their search for a new Lead Pastor. They assisted CPC in understanding our history, evaluating our spiritual health, identifying our shared values, and envisioning our path forward. This packet is a culmination of those activities. As a part of Flourish's work, Flourish Coaching's Executive Director, PCA Pastor Matt Bohling, became our Interim Preacher in March of 2022, and he continues to help the Staff and Session during our transition.

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 proclaim and demonstrate the gospel. He will 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: **About Us** (page 4), **About Our Community** (page 12), and **About Our Next Pastor** (page 14). Enjoy reading, and please do not hesitate to reach out to us for further information!

Grace and peace be with you,

The Pastoral Search Committee:

Rob Craig	Edward Ruiz
Amanda Dymek	Bill Sciannella
Will Hoover	Sofia Walters
Becky Morton	Beverly Weber
Colleen Pescatrice	

ABOUT US: OUR HISTORY

CPC was founded in 1978 as a Biblical congregation in the Reformed tradition. For us, that has always meant that we fulfill the Great Commission while obeying the Great Commandment: authentically love our neighbors, share the gospel, and create new disciples of Jesus. We remain steadfast in those commitments, including the commitment to an evangelistic Reformed theology that calls us to serve as Christ's ambassadors to our actual neighbors and our community at large, in grateful response to God's grace.

The foundations of our church were forged in the dual fires of prayer and persecution. You can read some of the details of our history [here](#). We made the denominational shift from the Orthodox Presbyterian Church (OPC) to the PCA in late 2018. Little did we know that soon afterward we would also be plunged into a global pandemic. Like most churches, we pivoted to online ministries and conducted our in-person gatherings a bit differently; in fact, some of our ministries even grew as we sought different ways to reach the community. Fall 2022 saw us return to a robust ministry that mirrors many aspects of our pre-pandemic life. Even amid this crucible of pressure from within and without, the Lord has been faithful to lead CPC ever forward.



OUR CONGREGATIONAL LIFE

We come from a wide variety of spiritual backgrounds. Some of our members have grown up in churches like CPC, while others had little or no familiarity with our theological tradition. Our church body, while primarily white upper middle class, does vary in age, ethnicity, background and spiritual and theological maturity.

Howard County is highly educated with a large proportion of STEM professionals. It contains several large employers such as Johns Hopkins Hospital, the Johns Hopkins University Applied Physics Lab, the National Security Agency, and the Department of Defense and associated contractors. Our congregation reflects corresponding education levels. Our families take advantage of the myriad of education choices locally available, attending public or private schools, Christian private schools, and several robust homeschooling options.



CPC seeks to be a group of believers who band together to experience God's grace and then extend that grace to others. We long to express Christian compassion to a hurting world, and we realize that all of us need to intentionally build relationships with unchurched people. At times, we struggle to do that, but we are blessed to have seen a number of adult professions of faith in the past couple of years. We know that Jesus wants us to not only speak gospel words but also demonstrate the gospel with our deeds of love.

As in other congregations, our handling of COVID-19 policies, the broad cultural events of 2020, and the election of 2020 created some fractures and losses at CPC. These resulted in a difficult season of transition and change. However, we are confident in God's ability to carry us through hardships and heal our wounds, and we very much want to connect better with one another in curiosity and love. Love is always costly, and we are willing to make sacrifices of our personal time and comfort in order to know and care for each other.

We know that it is critical that CPC congregants and leaders start asking each other about the work of the Spirit in each other's lives: how our struggles with sin and repentance are going, what our sorrows and heartaches are, and what Jesus is doing to sanctify us in this difficult time. These questions are the means by which trust is rebuilt and the Holy Spirit causes us to grow in grace.

Outside of our local community, CPC has a longstanding commitment to Missions. That includes general support of the PCA's Mission to North America and Mission to the World and their efforts to plant local churches in the US and around the world. Additionally, CPC partners particularly in church planting efforts in Japan and Turkey.

Locally, we sponsor, host, volunteer in, and partner with a number of ministries to help fulfill the Great Commission and the Great Commandment. CPC also has several ministries keyed toward providing an access point for those in our community who might not know Christ. These include:

- Elev8 Basketball
- MOPS (Mothers of Preschoolers) & MOMSNEXT
- English Language Ministry



OUR BELIEFS AND VALUES

Beliefs

CPC has been a congregation of the PCA since 2018. Prior to that time, we were part of the OPC (Orthodox Presbyterian) denomination.

“

We believe and embrace biblical and historical Christianity as found in the Scriptures of the Old and New Testaments and as summarized in the Nicene and Apostles' Creeds. We believe the Bible to be the Word of God, inspired by the Holy Spirit and without error. We are committed to Reformed faith, which is more fully set forth by the Westminster Confession of Faith and the Larger and Shorter Catechisms.

”

Values

Our Vision Statement: *To experience and extend the grace of the Lord Jesus Christ to Columbia, the region, and the world.*

Our Current Core Values: We have identified the following five areas that we value highly as a congregation:

- **Worship:** Attributing worth to God
- **Bible Knowledge:** Possessing a familiarity with the truths of the Scriptures
- **Preaching and Teaching Scripture:** Communicating God's Word to people
- **Financial Responsibility:** Being generous and careful with resources
- **Well-Kept Facilities:** Maintaining an attractive and welcoming building for worship, ministry, and outreach



WE ASPIRE TO...

Our Aspirational Values: Without losing our current core values, we wish to grow in the following six areas.

- **Growth in Discipleship:** Encouraging more people to come to gospel maturity and obey God out of gratitude for His grace
- **Community Ministry:** Caring about and addressing the needs of those outside the congregation
- **Evangelism:** Telling others the Good News about Christ
- **Fellowship:** Relating to and enjoying one another
- **Gospel-Centered Ministry:** Reinforcing the Bible as a hub for life and ministry

In short, we want to grow to be more people-oriented and outward-focused.



Our Hopes and Dreams *WE DESIRE...*

- That the life of our congregation would be one of deep, daily repentance and renewed faith in Christ as the gospel of grace is revealed in us.
- That our daily repentance would cause us to recognize and focus on our need to turn away from idols and instead joyously find our identity in Christ alone. We should especially focus on repenting of the idol of Comfort so that we can press into uncomfortable missionary situations freely.
- That we yearn for, seek, and find deeper relationships among our brothers and sisters at CPC.
- That we learn to exhibit the Fruit of the Spirit among the Body at CPC and also in our families, in our workplaces, and in our neighborhoods.



MORE ON FLEEING IDOLATRY...

WE DESIRE that we find our identity in Christ alone and not in our:

- Personal political convictions
- Work or position
- Achievements or status
- Children & children's achievements
- Possessions, houses, and finances
- Intellect, education, and degrees
- Family educational choices
- Ethnicity & culture
- Beauty & appearance



OUR WORSHIP

Sunday worship is at the center of our church life. Worship at CPC is about doing the things that God promises will build up our faith: giving Him praise, seeking Him in prayer, reading the Scriptures, hearing the gospel preached, and receiving the sacraments. We celebrate coming to the Lord's Table twice monthly (first Sunday evening and third Lord's Day morning).

Our order of worship follows a gospel flow and includes an accessible liturgy along with a warm mix of traditional and current songs. There are several music teams who rotate in helping to lead our people into God's presence. Each week we transform our multipurpose room into an inviting place where we can meet with the Lord.

It is our belief that worship is our chief activity in life. It is the Lord who created us for worship, specifically, worship of the Triune God. We therefore commit ourselves to gather regularly for worship as a community to give God glory through prayer, praise, and celebration.



OUR NUMBERS

300+

MEMBERSHIP

Current Members

240

ATTENDANCE

Average Worship
Attendance

129

FAMILIES

Number of Family Units

12

ELDERS

Current Ruling Elders

11

DEACONS

Current Deacons

5

MINISTRY STAFF

Lead Pastor*
Associate Pastor
Women's Ministry Director, PT*
Children's Ministry Director, PT
Youth Intern, PT*

*denotes:
Currently Seeking

3

SUPPORT STAFF

Office Manager, FT
Admin Assistant, FT*
Facility Manager, FT

*denotes:
Currently Seeking

~1.37M

GIVING

Projected for 2022

ABOUT OUR COMMUNITY

Our church building is situated near the border of two communities, Columbia and Ellicott City, in Howard County, Maryland. This results in quite a bit of diversity and a sort of “demographic dichotomy” within a compact area: there are relatively young median ages with a projected graying (age 65+) to almost double by 2030. A significant number of military personnel are located in our area. There is a large Korean population along the US-40 corridor and a significant number of South Asians in this region as well.



Economic disparities are evident: many professionals are highly educated and well-to-do, while single parents struggle to provide adequate housing, and more than 26% of school children receive subsidized lunches.

As we think about CPC's role in our community, more than anything we pray that the community would come to know and follow Christ, and we pray that Jesus would

be pleased to use us to bring many in our community to Him. While CPC already has a good number of ministries to our community, there is always room for growth. Over the past year, we have identified some specific physical and emotional needs of our community:

- Healthy families, reconciliation, and healing of brokenness
- A reduction in poverty among our neighbors
- An abundance of food and basic necessities
- Sufficient and fulfilling employment and the means to sustain families
- People in Columbia/Ellicott City being able to afford homes in the community where they work
- Children, disabled, and the elderly receiving the care they need

We are starting to pray about how God might want to expand our ministry to meet both these physical/emotional needs and our community's greatest need for Jesus Himself.



Howard County

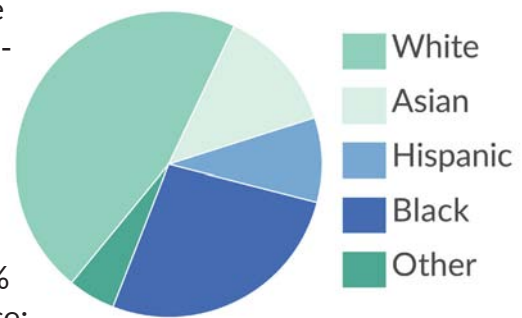
Howard County is the wealthiest jurisdiction in Maryland and one of the most prosperous in the entire nation. It has a population (2019) of 325,000+ people. The median house value (2019) is \$428,000 (twice the national average). The county is known for its excellent public school system.

Columbia

Columbia is 25 miles from Washington, D.C., and only 20 minutes or so from Baltimore's Inner Harbor, making it a part of suburban Baltimore. However, many people from our area make the commute to our nation's capital. Columbia is a planned community featuring ten different villages and is regularly ranked as one of the top cities with the best quality of life.

Columbia has a diverse population of about 104,000 people (as of 2020) of whom 46% are white, over 25% are black, 13% are Asian, and 9% are Hispanic (source: datausa.io). The median household income is well over six figures, but we know that some families struggle to make ends meet.

Columbia Population



Ellicott City (the county seat)

Ellicott City is smaller in population than Columbia (76,000 people). The median household income is twice the national average at \$111,000. It is home to Centennial Lake Wildlife Area, a lovely 337-acre nature preserve near the CPC facility, across MD 108, with miles of pathways and a man-made lake

ABOUT OUR NEXT PASTOR

Lead Pastor Profile

Who Is Our Pastor?

- 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.*
- A Contextual Communicator. *He can flourish within suburban Baltimore culture and adeptly navigate social settings that include people with disparate views.*
- A Strong Preacher. *He exposits in clear and memorable ways while applying the Scriptures across generations and backgrounds.*
- A Proven Discipler. *He develops leaders who disciple others.*
- A Collaborative and Proactive Leader. *He respectfully and effectively helps Session and Staff to develop Vision and accomplish Goals.*
- A Shepherd. *He has patience and compassion for our members.*

What Does Our Pastor Do?

- Preach 70% of Sundays (~12 hours per week).
- Develop, disciple, and pastor leadership (Session, Staff, Ministry Leaders) (~10 hours per week).
- Build on the work of the Envisioning Team to craft and champion a compelling vision for Howard County (~10 hours per week).
- Oversee Session's Shepherding Commission and Congregational Care Team, which includes some direct shepherding and care (hospital/shut-ins) (~10 hours per week).
- Remain active in Presbytery and General Assembly.

What Has Our Pastor Done?

- He is ordained or is ordainable in the PCA.
- He has at least 8 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

Salary is commensurate with experience, and benefits and relocation expenses will be assessed based upon needs.

SEARCH COMMITTEE MEMBERS



Rob Craig has been a member of CPC since 1987. He has been married to Beth since 1990. He has two boys and a girl: Taylor is studying at Yale Divinity School, Alex is serving in the U. S. Navy, and Alanna is an undergrad at the Johns Hopkins University. Rob has served in the English Language Ministry, Children's Worship, Setup, Community Groups, Sunday School, World Missions Task Force, Nursery, and Greeters. Rob grew up in Cleveland, Ohio. Rob is an Engineer.



Amanda Dymek has been attending CPC for a little over 2 years (regular attender as of Aug. 2020). She and her husband celebrated their 1-year wedding anniversary in September 2022. They purchased a home in Western Howard County in 2022 and are excited to welcome a flock of chickens in 2023. She has been active in the Sunday morning ministries welcoming families and individuals and distributing bulletins. She also enjoys serving on the worship team as a vocalist and has participated in the meal's ministry. She grew up on the Eastern Shore of Maryland (on Kent Island). Amanda serves as the Director of Wellness at Hood College in Frederick, MD where she provides health education & promotion to faculty, staff, & students.



Will Hoover has been attending CPC for 8 years, since 2014. He and his wife have been married for over 5 years. They met in 2013 and got married in 2017. He has two cats named Olive and Hobbs. He has been involved in Life-on-Life D-Groups (3 years), Revolution and youth ministry (5 years), and community group for as long as he has attended CPC. William has lived in Maryland his entire life. He is a Software Developer. William grew up in non-denominational churches until his early/mid 20's, and has experienced various types of churches and differing pastoral styles. He brings a unique empathetic-yet-analytical skillset to our pastoral search.



Becky Morton has been attending CPC since 1995. She and her husband Kendall have been married for 30 years. Becky has four children; Caleb, Luke and Lydia live at home; her oldest, Katrina teaches school in Memphis, TN. Becky has been involved in Women's ministries, Sunday School, Pioneer Girls, Nursery, Bible studies, VBS, and small groups. Becky grew up in Northern VA. She is the administrator at Granite Classical Tutorials.



Colleen Pescatrice has been attending CPC as long as she can remember; her parents started coming in the early 90's. She was baptized before CPC had a building, when they were renting a space at Howard Community College. Colleen met her husband Dominic swing dancing and they married at CPC, a year later in 2017. They welcomed their first daughter, Elisa, this past summer. Colleen has previously been a volunteer in church nursery, teacher in ELM, and missionary to Japan with Elev8. She is currently a member of the Local Missions Committee. She was born and raised in Columbia, and attended Howard County Public Schools. She was a substitute teacher for 8 years in Howard County Public Schools, and a History and English teacher for 2 years at Granite Classical Tutorials (the homeschool co-op group that meets in CPC). This year she became a full-time mother.



Edward Ruiz has been attending CPC since January 2022. He was married to Heidi for 7 years and 9 months. She passed away on 3.28.21. He has no children but has two dogs named Jagger (Portuguese water dog) and Mowgli (Australian Labradoodle). Since 2000, Edward has been involved in Men's ministry, Children's Ministry, Music, and Small Group/Community. He is currently serving in CPC Music and Men's Ministry. Edward grew up in several locations as an Army brat but spent his adolescence and some young adult years in Phoenix, AZ (from age 12 to 21). Edward is a Christian Counselor and a seminary student at Metro Baltimore Seminary.



Bill Sciannella has been attending CPC for 28 years, since 1994. He is married to Susan who was on staff with CPC until she retired last December, 2021. Bill has two children, ages 27 and 23. He also has two cats, Honda, and Tipp. Currently he is the head of Missions and serves as an Elder. Bill also serves on the Board of Directors for Elev8 basketball. He is the President of Baltimore Antioch Leadership and volunteers at Salaam Center. Bill grew up in Central Maryland. He is retired.



Sofia Walters began attending CPC and became a member in 2017. She is a single mother to 3 children ages 6-12 years. She lives in Ellicott City and enjoys spending time outdoors and with her friends. All three kids participate in CPC Youth groups and activities. Sofia has been involved in Children's Worship, VBS, MOPS, and MOPSNEXT. Sofia grew up in Huntington Beach, CA. She also lived in Monterey, CA, San Angelo, TX, and Clarksville, TN. She has been a professional photographer for over twenty years and recently began working with a financial advisor. She was on the Envision committee earlier this year and was able to dig deeper into her passion for the future of our church.



Beverly Weber has been attending CPC since 2009. She and her husband have been married for over 15 years. She has three school age boys: Anderson, Isaac, and Peter. Beverly has served in MOPs, Meals Ministry, Sunday School/Youth, Coffee Team, Women's ministry, and VBS. She grew up in Arnold, MD. Beverly is currently a homemaker but has previously been the Director of Development at the LPC and an engineer at APL.

APPLYING

Questionnaire

We want to get to know you, your heart, and your life with Christ. In addition to your resume, PCA Ministerial Data Form, and cover letter please provide a response in no more than a paragraph or two to each of the following questions:

1. *Describe how you would relate to the Session and Staff.*
2. *Where would you say you fit theologically under the “Big Tent” of the PCA, from more broadly evangelical to middle of the road to classically confessional?*
3. *What are the greatest dangers to the peace and purity of the local church?*
4. *How would you attempt to lead change at CPC?*
5. *What aspects of serving the church energize you? What drains you?*
6. *How have you engaged people in service while avoiding burning them out?*
7. *Tell us about a failure in your pastoral ministry and what you learned from it.*
8. *Tell us how you handle criticism and conflict. Please give an example of each.*

Application Requirements

Please send the below materials to leadpastorpos@columbiapres.org and you will be contacted with next steps that may include requests for additional information or scheduling conversations.

- Cover Letter
- Resume
- PCA Ministerial Data Form
- Completed, typed 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 CPC. 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.