

Church Information Packet



Crown and Joy
PRESBYTERIAN CHURCH

St. Rufus

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Pastoral Search Committee
P.O. Box 8851
Richmond, VA 23225
pastoralsearch@crownandjoy.com

Greetings from Crown and Joy,

Crown and Joy Presbyterian Church is a Christ-centered, multi-ethnic congregation in South Richmond, Virginia. We are devoted to glorifying the Lord Jesus by proclaiming the Word of God, administering the sacraments, and serving one another and our community in thought, word, deed, and affection.

We are seeking our next Senior Pastor. Candidates must be ordained or meet the qualifications for ordination in the PCA and have 4 years of professional ministry experience. The following church information packet contains detailed descriptions of our calling, beliefs, history, community, and a profile of our desired pastor. If you wish to apply or know of someone we should consider, please let us know at pastoralsearch@crownandjoy.com.

Sincerely,

The Crown and Joy Pastoral Search Committee

Our Calling

Crown and Joy is a Christ-centered, cross-cultural church and we seek to be a church for people from various ethnic, generational, and socio-economic backgrounds, including persons with special needs. We believe our primary calling is to exalt Christ, love His church, and serve the community around us.

We strive to exalt Christ by living out the realities of the gospel in daily life, both corporately and individually.

We aim to be a church where people from all backgrounds and walks of life can come to worship and serve the Lord Jesus Christ together with one another.

We strive to love Christ's church by forming life-giving bonds strengthened by regularly gathering together in order to pray for, feast with, confess to, and encourage one another in the faith.

We strive to serve our community by sharing the love and compassion of Christ with everyone we encounter. Through evangelism, prayerful listening, and stewardship, we seek to form life-giving relationships outside of the congregation.

Exalt Christ.

*Biblical Preaching/
Teaching*

Worship

Loving others

Love His Church.

Hospitality

Fellowship

Service

Discipleship

Serve Our Community.

Outreach

Mercy

Volunteering

Evangelism

Current Activities and Opportunities

Our programs are primarily member-led, elder-sanctioned initiatives designed to meet the needs of our congregation and community by using the gifts and passions of our members. We focus on developing practical, biblical solutions to meet the specific needs of our church and community, rather than relying on corporate methodologies to plan our steps or measure our success.

In the Church

Theological Discussion Nights

Wednesday Night Small Groups (adults, teens, and children)

5th Wednesday Seminars

Monthly Fellowship Dinners

Twice-monthly Post-service Sunday Lunches

Meal Trains

Monthly Prayer Vigil

Women's and Men's Fellowship events

Sunday Nursery

Youth Quarterly Fellowship events (Preschool Playtime, Kids' Fun Day, Teen Chat, Teen Hangout)

Youth Sunday Service Opportunities (Ushering, Greeting/Service Bulletins)

In the Community

Community Prayer Walks

Detention Center Ministry

International Ministry Support

Community Events

Our Story

Below is a timeline of major events or changes in the life of the church from our founding to the present.

2014

February

○ Interest Meeting

Initial interest meeting held in Richmond with core group from the sending church: New City Church, Fredericksburg, VA.

2014

Spring and Summer

○ Bible Studies

Wednesday evening Bible studies continue. Group members invite others who are interested in becoming part of a cross-cultural, evangelistic, and hospitable PCA church plant.

2014

October 28

○ Launch Service Held

Core members officially join Crown & Joy.

2014

to

2017

○ Outreach and Other Ministry Initiatives

Door to door evangelism

Members of the church go door-to-door in order to share the Gospel, invite the Westover Hills neighborhood to church, and make Crown and Joy known in the community.

Fellowship Meals

Along with weekly post-service fellowship meals during which we celebrate the Lord's supper, church members host monthly fellowship meals for congregants and visitors in their homes. These gatherings help unite the church, grow our friendships, and foster a welcoming attitude toward sharing the good news with the unchurched and those interested in learning about the Christian faith.

Music Workshops

Time after Sunday service to help congregants learn worship music from the African-American tradition, and songs from gospel, historic, and contemporary genres.

2015
to
2016

○ **Race and The Church**

The church, along with several other churches of the James River Presbytery, holds a series of conference talks on race and the church.

2018

○ **Passing the Torch**

Founding Pastor Brown announces his intention of moving back to California. The church begins the pastor search process. Crown & Joy calls Pastor Stan Morton in July 2018 and he is installed as Pastor in October 2018.

2019

○ **Road to Particularization**

Pastor Morton begins leading the church from the planting stage to the particularization stage.

2020

○ **Covid-19, remote services, officer training**

Covid-19 alters the life of the church. We transition to remote services for a few months, then a hybrid of in-person and remote services. Fellowship meals after Sunday service end and monthly fellowship meals significantly decrease due to the challenges of Covid. God blesses us with incredible unity in essentials and a generous spirit in non-essentials through it all.

Leadership team is formed to assist in shepherding members due to the decrease of in-person services and fellowship opportunities.

Officer training begins for elders and deacons.

Leadership continues to better organize the ministries of the church.

2021
to
2022

○ **Particularization and further settlement**

In March 2021, Crown & Joy is officially particularized as a church in the PCA. The church nominates and votes to elect ruling elders Rick Trumbo and Ben Otero, and deacon Vinnie Mason.

Church ministries adapt to pandemic developments. In-person adult small groups and children's small groups resume.

Monthly prayer vigils begin, initially in response to the events of January 6.

In July 2022, Pastor Morton announces his plan to retire. The church begins to prepare for another pastor transition.

2023

○ **Pastoral search begins and ministry grows**

Pastoral search process begins; search committee forms. Theological discussion nights begin. Leadership recognizes the need to renew outreach and hospitality efforts.

Our Story

Where We Are

Crown and Joy is made up of a unique blend of individuals, families, ethnicities, ages, theological backgrounds and more, which makes it a cherished place to be. We enjoy rich fellowship, based on the foundation that ties us all together: Christ. He has blessed the congregation with a wonderful unity that has persevered through recent seasons of political and social turmoil. We are a small congregation with limited resources; a large contingent of our body are young families or large families. We encourage every member of the church to be actively involved and participating in the life of the church, while also being sensitive to the different stages of life our members are going through.

Hospitality was one of the foundational biblical principles emphasized during the planting phase of the church and has remained a core value. Though Covid impacted many of our practices, we have made great progress in restoring the level of hospitality we expressed before the pandemic. One way we show hospitality is through our fellowship lunches that we have after service on the 1st and 3rd Sundays of each month. This is a time of connection with each other as the body of Christ, and a way to welcome and get to know visitors. We are eager to maintain and grow our hospitality practices, both within the church as a means of fostering unity among our members, and in our surrounding communities.

We have a unique style of worship, with music from the African-American church tradition, gospel and contemporary songs, and traditional hymns. We value songs that are theologically sound and magnify the Lord. We have a simple set-up, with a bass guitar, drum kit, and piano, led by one or two singers. We believe that church

attendees should be able to hear one another, encouraging each other to sing vibrantly. As such, the vocalists and musicians support the congregation in singing, rather than overpower them. Here at Crown and Joy, we make a joyful noise to the Lord, together.

Our liturgy is also unique, blending elements from the African-American church tradition, and older practices from the high church such as: kneeling for confession, reciting the Nicene Creed, and leading into communion with the Sursum Corda.



Where We Are Headed

We are so grateful for the way God has blessed us through the ministry of our Pastor, Stan Morton. We have been blessed with the combination of our founding pastor's zeal for planting and Pastor Stan's work in guiding us through particularization and laying the groundwork for stable ministry for the future.

We are currently in the process of structuring our practices, re-establishing our diaconal and mercy ministry efforts, building new ministries, and improving our current ministries, including: prayer, community outreach, evangelism, hospitality, children's and youth ministry, men's and women's fellowship, and small groups. Lord willing, we look forward to hiring a music director in the next couple years.

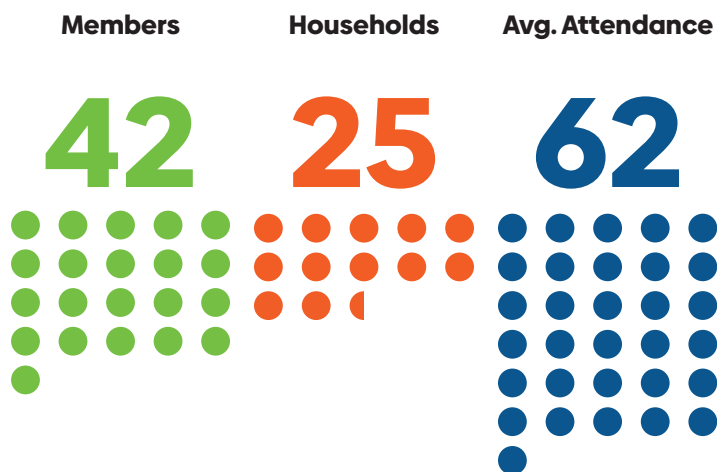
There are still many areas of needed growth. Church members want to make an impact in the Westover Hills community, desiring to see people of all walks of life come to a saving knowledge of Christ. While we reach out to the community in a few ways, primarily through evangelism and occasional church-hosted events in the surrounding neighborhoods, we want to expand and improve upon those efforts.

We are praying for the Lord to order our steps and bless our efforts. We are looking for a pastor that can help energize our efforts, communicate effectively to organize those efforts, and work with the session to delegate tasks to our members so that the whole church is carrying out the work of ministry.



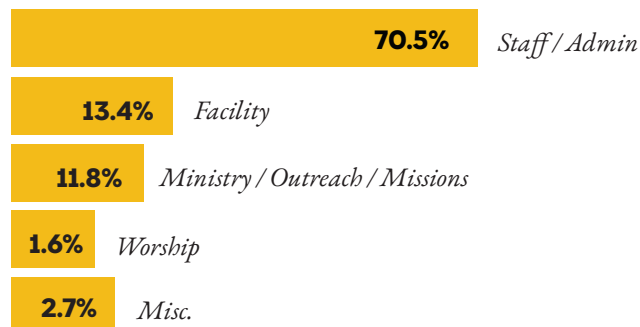
Our Community

Our Congregation



Budget for 2022-2023

\$216,430



Demographics

As compared to Richmond

50%

Black / African-American
to Richmond's 45.2%

32%

White / Caucasian
to Richmond's 44.8%

9%

Hispanic / Latino
to Richmond's 7.3%

9%

Asian-American
to Richmond's 2.1%

Crown and Joy's attendees also consist of a variety of cultural preferences, political affiliations, and socio-economic standings.

The City of Richmond has a population of 226,610 according to the 2010 United States Census.

Leadership and Staff



C. Stanley Morton
Pastor



Rick Trumbo
Elder



Ben Otero
Elder



Terron Diggs
Interim Diaconal Assistant



Hope Martin
Interim Diaconal Assistant and Worship Leader



Jeraldine Otero
Children's and Youth Ministry Director



Valerie Bowman
Finance Manager



Libnah Arias
Finance Administrator



Linda Trumbo
Leadership Team Leader



Eleanor Duke
Administrative Assistant

Current Ministry Areas

Children and Youth

Wednesday Night Small Groups, Quarterly Fellowship Events (Preschool Playtime, Kids' Fun Day, Teen Chat, Teen Hangout), Youth Sunday Service Opportunities (Ushering, Greeting/Service Bulletins), Sunday Nursery

Adults

Wednesday Night Small Groups, 5th Wednesday Seminars, Bi-monthly Theological Discussion Nights, Women's and Men's Fellowship Events, Meal Trains

All Attendees

Monthly Prayer Vigil, Twice-monthly Post-service Sunday Lunches, Monthly Fellowship Dinners

Community

Twice-monthly Neighborhood Prayer Walks, Detention Center Ministry, International Ministry Support, Community Events

Target Ministry Areas

Westover Hills Neighborhoods

- **Faith background of target ministry areas:**
Nondenominational.
- **Lifestyle groups in target ministry areas:**
Low-income area with lots of apartments; likely many single-parent families and a higher level of unemployment.
- **Primary concerns of congregation members:**
How to reach and minister to families in need.
- **Church program preferences:**
Neighborhood prayer walks, occasional outreach events hosted at the church, ministering to people who come in off the street.







Pastor Profile

In summary, we are seeking a pastor who is Christ-centered, characterized by integrity and love, and possesses a heart for evangelism, outreach, discipleship, and pastoral care. We believe that the right candidate will be able to: develop, lead, and mentor a team; grow and develop the congregation; and serve the local community.

Qualifications

- Must have an unshakable commitment to their faith and to serving their congregation and community.
- Must meet all biblical qualifications for an elder (I Tim. 3:1-7; 22 Tim. 4:1-5; Titus 1:5-9, 2:1).
- Must be ordained or meet the qualifications for ordination within the PCA.
- Must have at least 4 years of ministry experience.
- Must have experience with and be committed to maintaining a multi-generational/multi-ethnic/multi-cultural church setting.

Character & Competencies

- Humble and teachable, yet confident.
- Devoted to prayer.
- Cares for his family.
- Possesses pastoral care qualities.
- Committed to evangelism/outreach.
- Committed to hospitality.
- Facilitator of congregant gifts.
- Collaborative leader:
 - Ability to exercise patience and diplomacy in dealing with people
 - Attentive listener
 - Ability to lead by example with grace
 - Can inspire and motivate others to action
 - Relates well to people in all life stages

Duties

With Approximate Percentage of Time

- Preaching/Teaching/Preparation (38%)
- New Members – classes and interviews (2%)
- Pastoral care for congregation (including counseling and discipleship) (5%)
- Development of Liturgy and Worship Leading (10%)
- Congregational Life (attending events lead by others) (12%)
- Community Outreach and Mercy (evangelism, mercy, community involvement) (8%)
- Administration/Leadership/Vision (25%)
 - Leading or participating in session, committees, presbytery, staff meetings
 - Developing and training officers and volunteers
 - Provide leadership, oversight and assessment of various sectors of the ministry



Committee Members



Emiline Lyell

Committee Chair

Started attending Crown and Joy in 2017.

Areas of involvement: Fellowship meal coordinator, small group coordinator.

Something I appreciate about Crown and Joy is our many opportunities to gather together, for everything from fellowship to prayer to scripture study.



Daryl Dripps

Committee Vice Chair

Started attending Crown and Joy in 2022.

Areas of involvement: Church set-up and breakdown.

Something I appreciate about Crown and Joy is that there is a wide diversity of cultures, experiences, and ages, yet we are united in worship together.



Libnah Arias

Committee Secretary

Started attending Crown and Joy in 2016.

Areas of involvement: Finance Administrator.

Something I appreciate about Crown and Joy is that it is a welcoming church filled with diverse people groups who love Jesus and desire to make Him known.



Orlando Arias

Started attending Crown and Joy in 2016.

Areas of involvement: Church and website design, develops and runs media and tech, teen small group leader, theology night discussion leader.

Something I appreciate about Crown and Joy is the commitment to reflect Richmond in its congregation.



Grey Gordon

Started attending Crown and Joy in 2018.

Areas of involvement: Head of quarterly church cleaning, small group leader, theology night discussion leader.

Something I appreciate about Crown and Joy is the congregation's interest in studying and discussing theology.



Daryl King

Started attending Crown and Joy in 2016.

Areas of involvement: Evangelism, prayer walks, detention center outreach, music, church set-up and breakdown, preaching.

Something I appreciate about Crown and Joy is the family of God we represent, our style of music and worship, clear preaching of God's Word, everyone using their spiritual gifts, and our fellowship.



Rick Trumbo

Started attending Crown and Joy in 2014.

Areas of involvement: Ruling elder, church set-up and breakdown, preaching, small group leader, theology night discussion leader.

Something I appreciate about Crown and Joy is knowing brothers and sisters in Christ whose backgrounds are different from mine.



Jeraldine Otero

Started attending Crown and Joy in 2014.

Areas of involvement: Children's and Youth Ministry Director.

Something I appreciate about Crown and Joy is our liturgy and the blessing of worship and fellowship with a diverse body of Christ.



Ben Otero

Started attending Crown and Joy in 2014.

Areas of involvement: Ruling elder, prayer leader, preaching, children's small group teacher.

Something I appreciate about Crown and Joy is our liturgy, hospitality, and diversity.



Hope Martin

Started attending Crown and Joy in 2017.

Areas of involvement: Worship leader, small group leader, church breakdown, hosting fellowship events.

Something I appreciate about Crown and Joy is the deep, supportive community and friendships with believers of all ages.



Jerrard Smith

Started attending Crown and Joy in 2017.

Areas of involvement: Church set-up and breakdown, livestream tech, worship service team.

Something I appreciate about Crown and Joy is the welcoming hearts of its members.

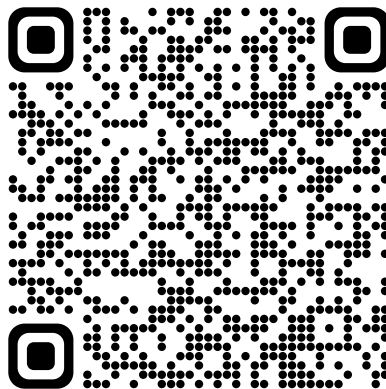
Candidate Recommendation Form

The Candidate Recommendation Form is offered so church members and friends can suggest candidates for a Senior or Solo Pastor along with information necessary in pursuing candidates.

For the protection of the church, please **KEEP RECOMMENDATIONS CONFIDENTIAL** so that candidates are not placed in awkward positions and divisions are not caused within the congregation. Provide as much of the following information as you are able, and the Pastoral Search Committee will proceed from there. Thank you for participating in this process with us!

View the Form

Scan the code below with your smartphone's camera.



<https://forms.gle/3n7DZCTNCLdDtYw97>





crownandjoy.com/pastoral-search



Senior Pastor

Crown and Joy Presbyterian church is seeking a Senior pastor who is Christ-centered, characterized by integrity and love, and possesses a heart for evangelism, outreach, discipleship, and pastoral care. We believe that the right candidate will be able to: develop, lead, and mentor a team; grow and develop the congregation; and serve the local community.

Qualifications

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- Must be ordained or meet the qualifications for ordination within the PCA.
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 - Leading or participating in session, committees, presbytery, staff meetings
 - Developing and training officers and volunteers
 - Provide leadership, oversight and assessment of various sectors of the ministry

Character & Competencies

- Humble and teachable, yet confident.
- Devoted to prayer.
- Cares for his family.
- Possesses pastoral care qualities.
- Committed to evangelism/outreach.
- Committed to hospitality.
- Facilitator of congregant gifts.
- Collaborative leader:
 - Ability to exercise patience and diplomacy in dealing with people
 - Attentive listener
 - Ability to lead by example with grace
 - Can inspire and motivate others to action
 - Relates well to people in all life stages

Compensation

This is a full-time position with 4 weeks paid vacation and 2 weeks paid study leave annually in addition to other paid benefits. The Senior Pastor's salary is \$74,500.

To Apply

Please send a cover letter, resume, and MDF to pastoralsearch@crownandjoy.com. You can find more information about our church and our vision by visiting our website at <https://crownandjoy.com/pastoral-search>. You may also refer to our PCA Church Profile for our demographics, and to our church information packet for more information about our congregation and the role. We are grateful for your interest and look forward to hearing from you.