



CORAM DEO



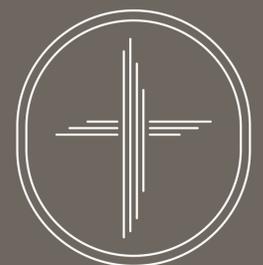
SENIOR PASTOR CANDIDATE PACKET

CORAM DEO CHURCH
3100 OAK ST
LAS CRUCES, NEW MEXICO

CORAMDEOLC.COM

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INTRODUCTION

Welcome to Coram Deo in Las Cruces, NM!

Through these words and images, we are sharing our story and heart for Coram Deo. This packet is intended to describe who we are, where we have come from, why we exist in our community, and what might unfold in our next chapter. We would love the chance to discuss the ways your story might intertwine with ours in our longing to saturate every neighborhood with the good news of Jesus.

We are praying for you and hope you will pray for us as we distribute this packet to represent our church and seek out a new Senior Pastor. We walk in faith knowing God will provide the right candidate for us and the right place for you as you labor to be a faithful under-shepherd.

In Christ,

The Session of Coram Deo and the Pastoral Search Committee

A LETTER FROM OUR PASTOR

Dear Friend in Christ,

If you are reading this letter, it means the Lord may be inviting you to consider shepherding a people I love deeply. I am grateful for your willingness to discern that possibility prayerfully and honestly.

Coram Deo Church has been one of the great joys of my life and ministry. From the earliest days as a small church plant to its present season, I have experienced a congregation marked by warmth, generosity, and sincere affection for one another. This is a church that loves its pastors well. I have been known, prayed for, encouraged, and cared for here in ways I do not take lightly.

What has consistently marked this congregation is not perfection, but posture. The people of Coram Deo genuinely desire to love the city God has placed them in. They care about their neighbors, welcome newcomers with openness, and want their faith to move outward in tangible, missional ways. There is a growing instinct here to ask not only what is good for us, but how can we serve the good of Las Cruces for the sake of Christ.

I have also been deeply grateful for the staff I have served alongside. They are faithful, supportive, and committed to the health of the church and its leadership. This is a team that works hard, speaks honestly, and wants the next Senior Pastor to flourish rather than simply function. You would not be stepping into isolation. Likewise, the Session has been a genuine source of friendship, encouragement, and shared leadership for me. These elders love the church, love one another, and are committed to shepherding with wisdom, humility, and prayer. I have never felt alone in carrying responsibility here, and I trust they will extend the same partnership and support to the man God calls next.

As I step into a new season, serving as the Executive Director of the Southwest Church Planting Network, I do so with gratitude and confidence in what God has been doing—and will continue to do—at Coram Deo Church. My hope is not that you would replicate my ministry, but that you would faithfully bring your gifts, convictions, and calling to this people, trusting that the Lord who has sustained this church thus far will continue to lead it forward.

With gratitude and hope,
Dustin Hunt
Founding Pastor, Coram Deo

WHO WE ARE: OUR HISTORY

Coram Deo began as a replant of an older church plant in the fall of 2018. Dustin and Annie Hunt, both graduates of Covenant Theological Seminary, returned to their hometown of Las Cruces to pray and dream about planting a new gospel-centered church. What began as a small core group gathered in living rooms has grown into a vibrant congregation committed to worshipping God, forming authentic community, and serving our city.

We officially launched for public worship in the fall of 2019—just months before the global pandemic began. Like many churches, our early years were marked by uncertainty and adaptation. Yet through God’s grace, faithful members, and a clear sense of calling, Coram Deo not only endured but deepened in maturity, unity, and mission.

Today, Coram Deo is a healthy, stable, and growing congregation of young families, college students, and professionals from a wide variety of backgrounds. We are united around the gospel of Jesus Christ, rooted in the Reformed tradition, and passionate about being a place of rest and renewal for the weary and hope for our city. Our mission is simple: to live all of life before the face of God for the good of Las Cruces and the glory of Christ.



OUR CULTURE

Our culture flows from our name: Coram Deo, a Latin phrase meaning before the face of God. We believe that all of life is lived in God's presence and under His grace. Our aim has never been simply to build a church organization but to cultivate a community of people who see their entire lives—work, rest, family, and mission—as acts of worship before Him. We want to be a people who walk with Jesus in the ordinary rhythms of life and learn to live with a holy awareness of His presence.

We are a church shaped by the Gospel, yearning for its truth to transform every corner of our hearts and lives. The good news of Jesus gives us the freedom to be honest about our sin and our need. Because of that, it's okay to not be okay here.

We believe that honesty about our brokenness opens the door for deep healing and transformation. There is no room for pretense, and there is room for everyone—believers, skeptics, and those who aren't sure what they believe. We expect questions and doubts and welcome them as part of a genuine journey of faith.

WE ARE A GROUP OF TRANSFORMED DISCIPLES WHO LIVE BEFORE THE FACE OF GOD FOR THE GLORY OF CHRIST AND THE GOOD OF THE CITY.

Hospitality is a core value for us. We want every person who walks through our doors to experience the radical welcome of Jesus. Whether through sharing meals, opening homes, or serving one another in practical ways, we believe hospitality is one of the most tangible ways to communicate the Gospel. Our church family is marked by warmth and authenticity, a place where people from a variety of cultural, generational, and economic backgrounds find belonging in Christ.

OUR CULTURE

We also desire to be a missional people, seeking the renewal of Las Cruces and beyond. Our mission is not confined to Sunday mornings but extends into the everyday spaces of our city. We long to see the Gospel expressed in both word and deed—through mercy, justice, and love for our neighbors. Whether mentoring a student, caring for a struggling family, or serving those in need, we believe that the grace we’ve received compels us to serve others with humility and joy.

Ultimately, our culture is one of grace and growth. We want Coram Deo to be a place where weary people find rest, wounded people find healing, and growing disciples are sent out with hope and purpose. Everything we do—our worship, our community, our mission—flows from the conviction that Jesus is the center of it all, and in His presence, we are changed.



OUR CITY

Founded in 1849, Las Cruces is a city with a rich historical and cultural heritage. Today, the City of Crosses is known for its scenic parks and hiking trails, museums and galleries, restaurants and wineries, and a nationally recognized farmer's market. With a population of approximately 115,000, Las Cruces has seen steady growth and economic expansion over the past decade, with key industries in government, education, healthcare, agriculture, and aerospace.

New Mexico State University, less than a mile from our church, is home to over 15,000 students in attendance and is one of the largest employers in Las Cruces. Students from Christian ministries at NMSU, like RUF and CRU, attend Coram Deo every Sunday. Las Cruces has four public high schools, several private Christian schools, and a small number of charter schools and homeschool co-ops.

Just 40 miles away lies the border region of El Paso, Texas and Ciudad Juarez, Mexico. The El Paso–Juárez metropolitan area, often called the Borderplex, is home to more than 2.5 million people. Situated along the Rio Grande river, the area is characterized by a blending of cultures, a bilingual workforce, and amazing Mexican food.

Las Cruces is a high desert town with an elevation of 4,000 feet, sitting at the base of the majestic Organ Mountain National Monument. Averaging over 320 days of sunshine per year, the Organ Mountains offer exceptional hiking, mountain biking, and majestic views. Las Cruces is situated just 2 hours from alpine skiing, 3 hours from Albuquerque, 4 hours from Santa Fe and 5.5 hours from Phoenix, AZ.



OUR CITY

Amidst the beauty of Las Cruces is the dark reality that many people who belong to this city do not know the saving power of Jesus Christ. A small minority of college students profess some form of Evangelical faith. Even though roughly 60% of the town ascribes to be Roman Catholic, many people simply believe because of family heritage. Many pockets of our town do not even have an evangelical presence.

We long not to just plant a church in Las Cruces, but to be the church in Las Cruces. We are prayerfully investing ourselves in the city and for the city. In the book of Jeremiah, God tells the Prophet to invest himself into the city and to actually seek its welfare. Our desire is to genuinely see Las Cruces flourish with the good news of the Gospel, that brings restoration to all things— physically, culturally, socially, and spiritually.

**WHAT IF
THE
ANSWER TO
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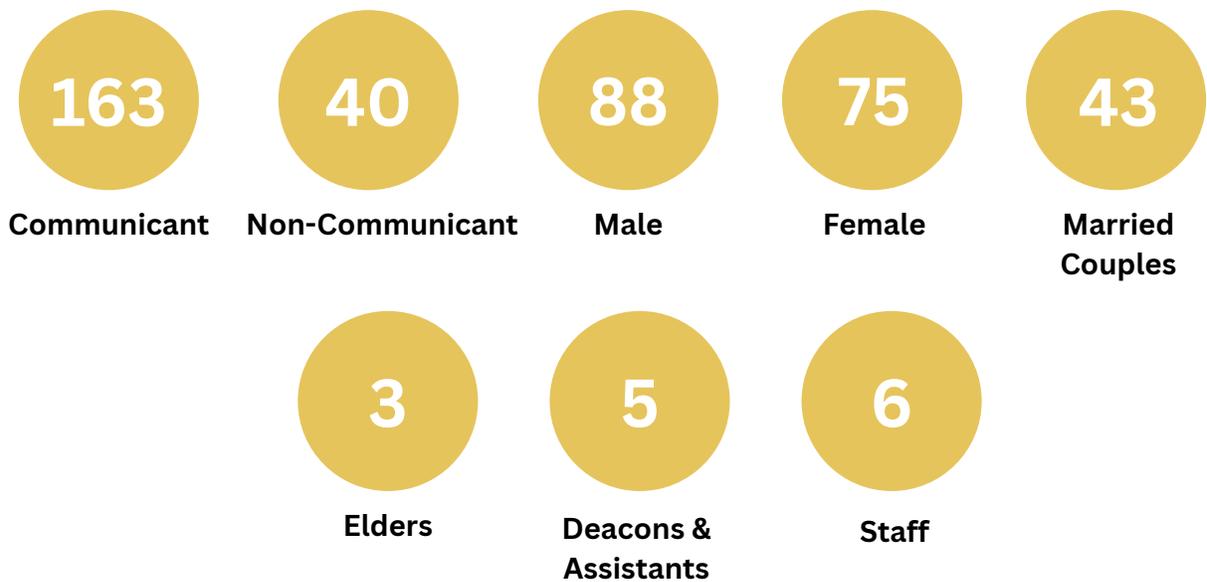


OUR DEMOGRAPHICS

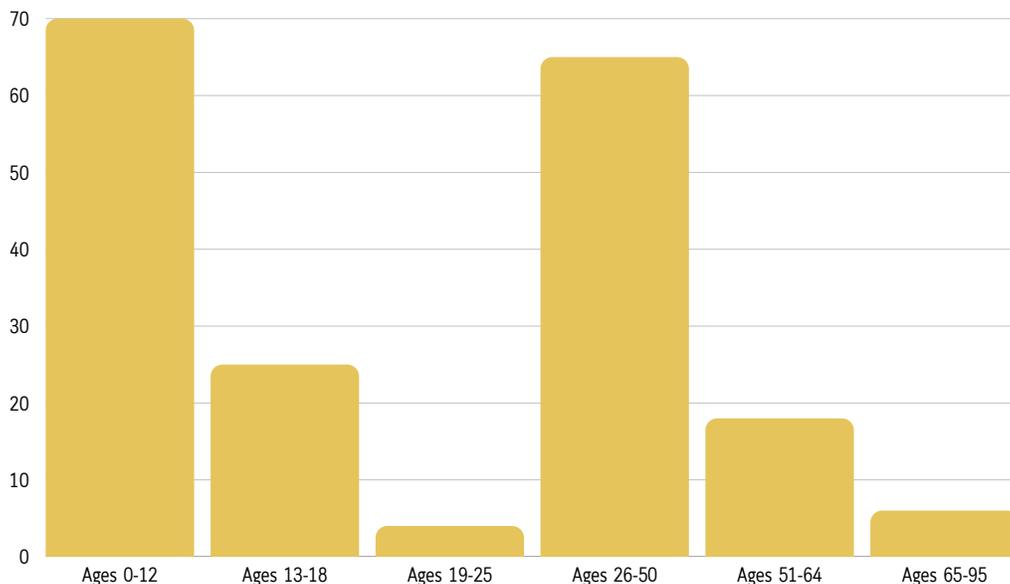
Coram Deo has 163 communicant members and 40 non-communicant members.

We average 185-210 on Sunday mornings.

The demographics of Coram Deo are as follows (numbers are approximate in some cases):



Attendees by Age



OUR MINISTRIES

Niños (Children's Ministry)

Niños serves infants through elementary-aged children and currently welcomes around 60 kids each Sunday. Our aim is to create a safe, joyful, and gospel-centered environment where children are loved, known, and taught the story of Scripture at an age-appropriate level. Through caring volunteers, engaging teaching, and intentional discipleship, we partner with families to help children encounter Jesus and grow in faith from their earliest years.

Youth Ministry

Our youth ministry serves a growing group of about 15 middle and high school students and is led by committed and gifted lay leaders. Students gather weekly for teaching, fellowship, and discipleship, creating a space where they can wrestle with faith, build friendships, and grow in their understanding of the gospel. The ministry emphasizes relational investment, biblical grounding, and helping students integrate their faith into life.

Missional Communities

Missional Communities are the primary context for adult discipleship at Coram Deo. Meeting in homes throughout the city, these groups pursue authentic community, spiritual formation, and everyday mission together. Each group seeks to embody the gospel through prayer, Scripture, hospitality, service, and evangelism, providing a place where people can be known, grow in Christ, and engage their neighbors with the love of Jesus.



OUR MINISTRIES

Seminars (Adult Education)

Seminars provide structured opportunities for adults to grow in theological depth, biblical literacy, and spiritual formation. Led by elders, staff, and trained leaders, these classes tackle a wide range of topics—from books of the Bible, to Christian doctrine, to cultural issues and practical discipleship. Seminars are designed to equip the congregation to think deeply, live faithfully, and engage the world with wisdom and grace.

Pastoral Residency Program

Coram Deo's Pastoral Residency Program exists to train and develop the next generation of pastors and ministry leaders. Our two current residents are full-time seminary students who receive hands-on experience in preaching, teaching, pastoral care, leadership, and ministry administration. Under the guidance of the senior pastor and elders, residents participate in staff meetings, assist in Sunday worship, lead ministries, and engage in intentional mentoring and theological reflection. The program is designed to blend rigorous academic training with real-life pastoral experience, preparing men for ordination and long-term ministry in the local church.

LOCAL MINISTRIES & BEYOND

Reformed University Fellowship at NMSU

CRU at NMSU

Southwest Church Planting Network

New City El Paso

Tito Padilla (Missionary training pastors in Latin America)

CANDIDATE PROFILE

Coram Deo is seeking a gospel-centered leader to shepherd our church into its next chapter of growth and mission. After seven years of steady, healthy development, we believe our congregation is positioned for a pastor who can build upon this foundation and lead with clarity, conviction, and joyful confidence in God's work.

The ideal candidate will be a strong preacher and teacher who can communicate the Scriptures with depth, warmth, and cultural intelligence. We are a church that values thoughtful engagement with the questions, concerns, and longings of our city. Our next pastor should be someone who loves the gospel, loves people, and loves helping others see how the grace of Christ speaks to every part of life.

Coram Deo is a "big-tent" church within the PCA—joyfully rooted in the Reformed tradition but marked by openness, humility, and charity toward those at different places on the theological or cultural spectrum. Roughly half of our church does not come from a Presbyterian background. Our next pastor should be comfortable leading in that environment: someone who holds theological convictions with clarity while fostering unity, graciousness, and an atmosphere where skeptics, doubters, and those exploring faith feel genuinely welcomed.

We are also seeking a leader with the capacity to implement and execute ministry, not merely envision it. Our church has a strong base of young families, a growing membership, and a clear missional identity. The pastor we desire is someone who can translate vision into structures, rhythms, and practices that strengthen discipleship, deepen community, and mobilize our people toward mercy, hospitality, evangelism, and cultural engagement.

Above all, the candidate should embody a pastoral presence marked by integrity, authenticity, humility, and a genuine love for the people God entrusts to them. We long for a shepherd who is spiritually mature, relationally warm, organizationally competent, and energized by the opportunity to guide a healthy church into its next season of fruitfulness.

BASIC QUALIFICATIONS

- Master's in Divinity with a focus on reformed theology
- 3 years of experience in pastoral ministry
- Is (or is able to be) ordained in the Presbyterian Church in America
- Deep personal faith and commitment to personal growth and a character that embodies the requirements of an Elder (1 Tim 3; Titus 1)
- Alignment with the vision, mission, and values of Coram Deo

CANDIDATE CHARACTERISTICS

- Strong, Christ-centered preacher who communicates biblical truth with clarity, depth, and cultural awareness – connecting scripture to everyday life with warmth and authenticity.
- Visionary leader capable of discerning direction, shaping strategy, and mobilizing people toward mission.
- Rooted in a Neo-Calvinist philosophy of ministry, seeing all of life—work, culture, relationships, and the public square—as spheres for gospel engagement.
- Passionate about evangelism, eager to equip the church to reach neighbors, skeptics, and those exploring faith.
- Comfortable serving in a “big-tent” PCA context, holding theological convictions with humility while fostering unity and graciousness.
- Committed to a rich and vibrant prayer life, modeling dependence on the Holy Spirit and cultivating a praying church.
- Emotionally and relationally mature, able to shepherd a diverse body with empathy, stability, and authenticity.
- Team-focused and collaborative, able to work well with staff, elders, and volunteers while empowering others to lead.
- Missional in posture, eager to see the gospel embodied in justice, mercy, hospitality, and ordinary discipleship.
- Humble, teachable, and spiritually grounded, demonstrating integrity in life, doctrine, and leadership.

JOB DETAILS

1. Preaching & Worship Leadership

- Preach 35–42 Sundays per year, providing biblically rich, Christ-centered, and culturally engaged sermons.
- Plan and oversee the preaching calendar in coordination with staff and elders.
- Lead the congregation in the administration of the sacraments.
- Ensure worship services are conducted with reverence, theological clarity, and pastoral warmth.

2. Vision & Organizational Leadership

- Lead the church in articulating, implementing, and guarding the vision and mission of Coram Deo.
- Provide directional leadership to the Session, helping them think strategically and shepherd wisely.
- Oversee and mentor the staff team, cultivating collaboration, health, accountability, and alignment.
- Guide long-term planning related to ministry development, discipleship pathways, community engagement, and growth.
- Ensure the church's philosophy of ministry (gospel-centered, missional, Neo-Calvinist cultural engagement) is consistently expressed.

3. Pastoral Care

- Provide pastoral care through counseling, visitation, prayer, and presence in times of crisis, grief, and spiritual need.
- Equip and coordinate elders and trained lay leaders to share in pastoral care responsibilities.
- Lead weddings, funerals, membership interviews, and other essential pastoral functions as needed.

JOB DETAILS

4. Evangelism & Missional Engagement

- Lead the church in a culture of evangelism, equipping members to share their faith with clarity and grace.
- Engage meaningfully with the broader community, key institutions, and local needs in Las Cruces.
- Foster a church posture of mercy, justice, hospitality, and cross-cultural love.
- Encourage ministries and initiatives that seek the renewal of our city.

5. Shepherding the Session & Governance

- Moderate the Session (or work with an appointed moderator, depending on polity preferences).
- Guide elders toward thoughtful decision-making, unity, and pastoral wisdom.
- Provide theological and pastoral grounding for policy, membership care, and church discipline.

6. Staff Development & Supervision

- Provide direct supervision to ministry staff, including regular evaluations, coaching, and goal-setting.
- Promote a healthy staff culture marked by grace, honesty, and teamwork.
- Identify, develop, and deploy new leaders across ministries.
- Meet with and develop the two current pastoral residents who are full-time seminary students.

7. Denominational Participation

- Engage with the PCA Presbytery and General Assembly as required or beneficial.

HOW TO APPLY

STEP 1

Please prepare the following:

- A short bio introducing yourself
- Current resume
- Three references
- 2 Sermons (preferably video)
- A separate, 1-page statement describing your philosophy of pastoral ministry
- Ministerial Data Form (MDF)

STEP 2

Please use the following format to label all attachments: Firstname Lastname_Resume. *Examples: John Smith_Cover Letter, John Smith_Resume, John Smith_MDF*

STEP 3

Send all attachments as PDFs to PSC@coramdeolc.com

To learn more about Coram Deo,
please visit our website:
coramdeolc.com

Coram Deo Church
3100 Oak St, Las Cruces, NM 88005



