



CROSS CREEK
PRESBYTERIAN CHURCH

Together for Christ and His Kingdom

LEAD PASTOR PACKET

(PCA) • FAYETTEVILLE, NORTH CAROLINA



LETTER OF INTRODUCTION

Dear Pastor,

Thank you for investing your time to learn about what God is doing among the people of Cross Creek. We hope that you will enjoy hearing about our congregation and that this might encourage you to apply for the position of our next Pastor, if the Lord so leads.

For 50 years and counting, Cross Creek has been a respected and much-needed Reformed voice in Cumberland County, which is home to a major U.S. Army base. 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 live out the gospel. He'll do this with an unwavering commitment to our Confessional standards, a growing understanding of life in a city that has the opportunity to influence God's Kingdom globally, and a heart to bring God's people together for the sake of the gospel. We are praying for you as you consider this opportunity.

This Lead Pastor Packet has three main sections — Our Next Pastor, Our Congregation, and Our Community — followed by Our Application Process and brief introductions to your Pastoral Search Committee. Please reach out to us for further information.

In Grace and Truth,

The Pastoral Search Committee

A Letter from the Pastoral Search Committee

Faithful to the Scriptures • True to the Reformed Faith • Obedient to the Great Commission
430 S. McPherson Church Road • Fayetteville, NC 28303 • crosscreekpca.org



Cross Creek at a Glance

Drawn from our PCA Church Profile Form

TOGETHER FOR CHRIST AND HIS KINGDOM

Founded	1975 — 50+ years of ministry
Denomination	Presbyterian Church in America (PCA)
Presbytery	Central Carolina
Location	Fayetteville, North Carolina
Community type	Urban (residential) / Suburban
Membership	125
Average worship attendance	110
People who call CC home	150 (members, kids, regular attenders)
Family units	53
Adults 65+ / under 65	22 / 64
Teens / Children	24 / 39
Ruling Elders / Deacons	4 / 2
Ministry & support staff	5
Total income (most recent)	\$255,000
2026 projected giving	~\$260,000
Position type	Solo Pastor
Compensation package	\$90,000–\$110,000 (salary, housing, benefits)
Manse	No
School	No

Top six pastoral priorities (from the CPF)

Worship Leadership • Proclamation of the Word • Spiritual Development of Members
Congregational Fellowship • Evangelism • Encouraging the Ministry of the Laity

Desired pastoral strengths:

Preaching • Teaching • Discipleship • Leadership Training • Church Administration •
Pastoral Visitation



PART 1 — OUR NEXT PASTOR

Pastoral Profile

- Married (with spouse and children)
- 30–50 years of age
- 5+ years of pastoral experience, with 3+ years as Lead Pastor preferred
- Willing to move to Fayetteville, NC, with an understanding of its cultural and military diversity
- PCA ordained or ordainable — meeting all denominational standards and taking no (or few) exceptions to the Westminster Standards
- A servant leader: a pastor marked by integrity, humility, doctrinal steadiness, compassion, emotional maturity, and strong confessional adherence
- A preacher who expounds Scripture with clarity, centers every message on Christ, and applies truth to daily life
- A leader who is covenantally rooted, mission-focused, theologically grounded, and strategically wise
- A collaborative leader who equips others, communicates clearly, and manages ministry with integrity and order
- A shepherd who provides steady care, strengthens families, and leads the church in reverent worship and gracious community
- A pastor whose home and personal life reflect faithfulness, discipline, hospitality, and stability

Pastoral Compensation

Cross Creek PCA will offer a package — salary, housing allowance, and benefits including life and disability insurance, retirement contribution, and health insurance allowance — totaling \$90,000–\$110,000.

What Will Our Next Pastor Do?

- Set an example of humility, integrity, and trust in God as a servant leader
- Preach 46–48 Sundays per year
- Promote the shepherding of the flock and a relational approach to ministry
- Provide leadership to help develop Cross Creek’s outreach and discipleship ministries
- Effectively lead a staff team and equip officers and lay leaders to fulfill responsibilities



- Offer wise spiritual counsel and assistance in navigating conflict peaceably
- Encourage effective communication and faithful administration within the church

Key Ministry Areas — a Typical Work Week

35%	20%	20%	15%	10%
Ministry of the Word & Prayer 14 hours / week	Outreach & Discipleship 8 hours / week	Equipping Officers & Lay Leaders 8 hours / week	Shepherding & Counsel 6 hours / week	Admin. 4 hours / week



PART 2 — OUR CONGREGATION

Our Beliefs

As a congregation of the Presbyterian Church in America, we hold to the Westminster Standards. The PCA's motto is:

Faithful to the Scriptures, true to the Reformed Faith, and obedient to the Great Commission.

You can visit pcanet.org to further explore the beliefs of our denomination.

Our Vision

Cross Creek's motto

Together for Christ and His Kingdom

Purpose Statement

"To glorify God by faithfully proclaiming the gospel of Jesus Christ, making disciples, and equipping the saints through the ordinary means of grace within a covenant community."

Philosophy of Ministry

Effective ministry flows from the heart of God. God's heart and will are revealed in His Word, summarized in the church's confessional standards. God's grace is poured out through public worship — the preached Word, the sacraments, and prayer. God graciously involves members and their spiritual gifts in meaningful ministry. One of the roles of spiritual leaders is to shepherd and equip church members to minister as Christ calls and enables them to do (Ephesians 4:11–16). God graciously extends His kingdom through local outreach — word-and-deed ministry that proclaims Christ's Kingship locally and abroad.



Our Top Ten Core Values

1. A High View of God and His Word

We are committed to expository preaching and the faithful teaching of the whole counsel of God, acknowledging its full and final authority. All Cross Creek ministries must align with the teaching of Scripture, the Westminster Standards, and the historic Reformed tradition, ensuring doctrinal integrity and Confessional faithfulness.

2. Worship Regulated by Scripture

We believe that worship is governed by the Regulative Principle, meaning that only what God has commanded in His Word is permitted in corporate worship. This fosters reverence and biblical integrity in us. We regularly observe the sacraments of baptism and the Lord's Supper, which are holy ordinances instituted by Christ as visible signs and seals of the covenant of grace. He uses these means of grace to strengthen the faith of His people. Theologically, Cross Creek's worship services are rooted in God's covenant with His people. Weekly and corporately, we renew God's covenant with us. God speaks and we respond in faith through the work of the Spirit. We are resolved to worship God in Spirit and truth.

3. The Primacy of Prayer

Dependence upon prayer and the work of the Holy Spirit brings about needed renewal, revival, and reformation in the hearts of people. We practice corporate and personal prayer with a Kingdom focus, as Christ taught.

4. Humble Elder-Led Leadership with Deacon-Led Mobilization for Service

Leadership in the church should reflect Christ-like humility, with oversight exercised by a plurality of Elders who shepherd the flock through the Word and prayer. At Cross Creek, Deacons lead the flock in expressions of mercy and compassion, manage the property, and oversee offerings and the shared expenses of the church. Our Elders and Deacons are ordained men in accordance with the Word of God (1 Tim. 3, Titus 1) and the vows of the Presbyterian Church in America. We have an intentional focus on developing men as servant leaders in the home, church, and world according to their God-given calling and giftedness. We have a similarly intentional focus on equipping women to serve according to their God-given calling and giftedness, recognizing that the foundation for all leadership and spiritual maturity is godly character.



5. A High View of the Church as the Body of Christ

Building genuine community is essential for the spiritual health of the local church body as we seek to minister to both the spiritual and the physical needs of people. We demonstrate practical obedience to God through a holy lifestyle and a desire to fulfill the “one-another” commands of Scripture. Through our membership vows, people enter into a covenant with God and with each other. The members of Cross Creek are encouraged to give of their time, talents, and treasure in the service of Christ and His Kingdom.

6. Covenant Nurture Across Generations

We emphasize the spiritual growth of all ages within the covenant community, prioritizing family worship at home, family-integrated discipleship, and family-integrated public worship services. Our elders work at providing shepherding and encouragement for the spiritual needs of all members: children, youth, young adults, young families, single parents, seniors, those with special needs, and military personnel and their families.

7. Faithful and Truth-Centered Evangelism

Evangelism must be rooted in the clear proclamation of biblical truth, relying on God’s sovereign work rather than emotional manipulation or pragmatic techniques. We are committed to having an evangelistic emphasis on gospel proclamation through personal witnessing, local outreach, mercy ministry, church planting and church revitalization, and an integrated approach to world missions.

8. Mercy and Compassion as Gospel Fruit

The church is called to display the mercy and compassion of Christ by meeting physical and spiritual needs among its members and neighbors. We seek to do so especially among the poor, the suffering, and the vulnerable — always in connection with the gospel.

9. A Willingness to Change

God calls His people to daily change by being conformed to the image of Christ and transformed by the power of the gospel. Resistance to godly change is the sin of rebellion and unbelief and, as such, is subject to the correction of Christ and, at times, Church discipline.



10. Team Ministry and Mutual Accountability

The local church is the body of Christ; with Him as its Head, each member serves a vital role in ministry. Leaders and members alike must practice submission to Christ for the spiritual health of the body.

Our Opportunities for Ministry

- **Compassionate Care for the Vulnerable.** To embody Christ's compassion by caring for the vulnerable, recognizing that every person bears the image of God and is deserving of dignity, mercy, and faithful presence.
- **Strengthening Families.** To make disciples, family by family, by supporting their stability and growth in grace, understanding that the family is a God-ordained covenant community through which He nurtures faith and strengthens the Body of Christ.
- **Youth Development and Discipleship.** To raise up the next generation through intentional youth development and discipleship, grounding young people in sound doctrine, spiritual formation, and the true hope of the gospel.
- **Community Collaboration.** To partner with local evangelical Christian organizations as an expression of Christ's Kingdom witness, working alongside others for the common good while pointing ultimately to God's redeeming work in the world.

Our Particular Gifting as a Congregation

- **Discernment.** The Spirit-given ability to distinguish between truth and error, sound doctrine and false teaching; the ability to understand motives, differentiating between right and wrong, godly and deceptive.
- **Helps.** The Spirit-given ability to accomplish practical and necessary tasks which free up, support, and meet the needs of others.
- **Hospitality.** The Spirit-given ability to care for people by providing fellowship, food, and shelter — opening one's home to make others, especially strangers, newcomers, and the vulnerable, feel welcomed into the body of Christ.
- **Encouragement.** The Spirit-given ability to present truth so as to strengthen, comfort, or urge to action those who are hurting, weary, discouraged, or wavering in their faith.
- **Teaching.** The Spirit-given ability to understand, clearly explain, and apply the Scripture and our doctrine faithfully, so those who listen grow in Christ-likeness.



PART 3 — OUR COMMUNITY

Fayetteville is influenced economically and socially by Fort Bragg, the most populated military base in the U.S. A candidate with understanding of, and a desire to work within, this context will greatly benefit the church.

That is not to say that the pastor himself must be a veteran or former chaplain. Rather, he must be sensitive to the unique stressors on the families of active personnel who can be called up for deployment on relatively short notice. Body life at Cross Creek can therefore experience disruptions to our fellowship together. Welcomes and goodbyes are a constant aspect of church life and can take an emotional toll at times.

We choose to view this challenging opportunity as a blessing to the larger Body of Christ, because we are a “sending” church. We seek to equip God’s people so that they can in turn make disciples wherever they go. Gladly, some of them are able to return to us and resume integral roles of service and ministry partnership among us. We feel honored to have them as part of our congregation.

Fayetteville: A Description

Fayetteville is a vibrant midsized city in the temperate Sandhills region of southeastern North Carolina, known for its strong sense of history, community, and strategic location. Benefitting from its mild climate, Fayetteville is one of the largest cities in the state and serves as the seat of Cumberland County. The city grew originally as a trading hub along the Cape Fear River; today its revitalized downtown blends historic buildings with modern shops, restaurants, museums, and cultural venues. Residents enjoy local attractions like botanical gardens, walking trails, minor-league sports, and a charming historic district that contributes to Fayetteville’s reputation as a place with both rich heritage and momentum from the current pace of growth (the town of Hope Mills, for example, has grown by nearly 20% over the past 15 years).

One of Fayetteville’s most distinctive and influential features is its close relationship with Fort Bragg, one of the largest military installations in the world. The base is home to elite units such as the 82nd Airborne Division and U.S. Army Special Operations Command, with tens of thousands of soldiers and civilian personnel. Fort Bragg is a cornerstone of the local economy, contributing billions of dollars annually and supporting numerous defense contractors, healthcare systems, and service industries. This military presence gives Fayetteville a unique identity as a patriotic and service-oriented city, where military traditions and respect for veterans are deeply woven into everyday life.



The presence of Fort Bragg also contributes to Fayetteville's diverse and dynamic population. Military assignments bring people from across the United States and around the world, creating a diversified environment with a steady influx of new residents and ideas. Many soldiers who complete their service choose to settle in the area permanently, attracted by the familiar community, employment opportunities, and overall quality of life. This combination of factors enriches local schools, churches, and civic life, while fostering a sense of community that values discipline, resilience, and mutual support.

Demographics & Details

The city of Fayetteville has a population of over 200,000 (the metropolitan statistical area is approximately double that size) and is relatively young, with a median age of just over 30 — much younger than the North Carolina average of nearly 40. This youthfulness reflects the strong military presence and the many young families stationed at Fort Bragg. There is also a growing sector of the population over 65: seniors still have much to offer yet face increasing isolation due to mobility limitations, health concerns, transportation needs, and in some cases financial constraints.

Approximately 18% of our residents live below the poverty line, somewhat higher than the national average; this is typical for military-influenced communities where many younger families and enlisted personnel are early in their careers.

In simple terms, Fayetteville is a socially and ethnically diverse community where gospel opportunities happen every day. This diversity is heavily influenced by Fort Bragg, which brings families from across the country and around the world to our door. Along with diversity, Fayetteville also experiences division at times — and only the good news of Jesus Christ can unify God's people into His growing kingdom.

Beyond its military influence, Fayetteville is an appealing place to live because of its affordability, family-friendly atmosphere, and steady growth. One of Fayetteville's biggest advantages is its economy — especially compared to larger North Carolina cities like Raleigh or Charlotte. Cost-of-living factors such as groceries and housing tend to run 10–25% lower than national averages.

Major employers include healthcare systems, schools, defense contractors, and manufacturing companies, providing a range of career options. The city offers a balance between urban convenience and a slower-paced Southern lifestyle, with access to parks, cultural events, and regional travel via nearby major highways, commercial airports, and passenger rail service. Altogether, Fayetteville is a place where American military heritage and Southern hospitality combine to create a distinctive and desirable place to call home.



Strategic Location

Situated roughly halfway between New York and Florida and adjacent to I-95, one of Fayetteville's greatest geographic advantages is its central location between North Carolina's coast and mountains. Fayetteville's outdoor appeal is strengthened by its connection to the Cape Fear River, which runs directly through the city and provides opportunities for kayaking, fishing, and scenic recreation.

- **Wrightsville Beach (Wilmington).** About 1.5 hours away — spontaneous day trips to the Atlantic are realistic.
- **Blue Ridge Mountains.** A long but manageable day drive or easy weekend trip — hiking, waterfalls, leaf-peeping, winter sports, and cooler temperatures.
- **Pinehurst.** About an hour away — internationally known for championship golf and resort culture.
- **Universities.** UNC-Chapel Hill (~1.5 hr), Duke and NC State (~1.5–2 hr), East Carolina University (~2 hr), and Fayetteville State University within the city itself.



OUR APPLICATION PROCESS

Our Initial Questions

We want to get to know you, your heart, and your life with Christ. Please respond in no more than a paragraph or two to each of the following:

- Describe your spiritual journey.
- Tell us about a failure in your pastoral ministry and what you learned from it.
- What aspects of serving the church energize you? What drains you?
- What are the greatest dangers to the peace and purity of the local church?
- Cross Creek PCA is a joyfully Reformed and Presbyterian congregation that follows the Regulative Principle of Worship for liturgy and embraces the original vision of the PCA — “Faithful to the Scriptures, True to the Reformed Faith, and Obedient to the Great Commission.” Where would you say you fit theologically under the “Big Tent” of the PCA — i.e. more broadly evangelical, middle of the road, or classically confessional?
- Are you on social media? In what context?
- What exceptions, if any, do you have to the Westminster Standards?

Our Application Requirements

Please send your materials to pastorsearch@crosscreekpca.org. You will be contacted with next steps, which may include requests for additional information or scheduling conversations.

- Cover Letter, Resume, and PCA Ministerial Data Form (MDF)
- Completed, typed-out responses to the questionnaire above

Please use the following format to label all attachments:

- JohnSmith_CoverLetter
- JohnSmith_Resume
- JohnSmith_MDF
- JohnSmith_Questionnaire



Thank you for your interest in Cross Creek Presbyterian Church.

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.

OUR PASTORAL SEARCH COMMITTEE

The members below are praying for, listening to, and walking with you through this process. Please feel free to reach out with any questions.

Conor Aubry

Pulpit Committee Contact

Conor Aubry is a Special Operations Combat Medic with the U.S. Army. He has been married to his wife, Carling, for almost 18 years, and they have five children together. He has served as a Ruling Elder for four years and has been a member of Cross Creek Presbyterian Church for ten years.

Keith A. Morrison

Committee Member

Keith is a retired Army Special Forces officer and a retired consultant to the Department of Defense. He has been attending CCPC since 2013. He has been married to Joan Bitterman since 1994; together they have two adult children, Johanna Bisceglia and Jeffrey Morrison. Keith enjoys working out and outdoor activities like hiking and hunting.



Joan Bitterman

Committee Member

Joan is a retired professor of modern languages and has attended Cross Creek PCA since 2013, where she discovered Reformed Christianity. She and her husband, Keith Morrison, have been married for 31 years and have two grown children. Joan loves spending time with her grandson, gardening, small-group Bible study, 19th-century novels, and walking her dogs, among many other things.

Joseph Westendorf

Committee Member

Joseph is the Local & State History Manager for the Cumberland County Public Library. He has been a member of Cross Creek Presbyterian since 2021 and recently was elected as a ruling Elder. He enjoys reading nonfiction and practicing Brazilian jiu jitsu.

Heidi Richardson

Committee Member

Heidi recently transitioned from working as a military physician assistant to being a full-time stay-at-home mom. She and her husband, William Richardson, have been regular attendees and members of CCPC since 2021 and have two young children. Hobbies include playing sports and almost anything outdoors — especially activities that give an adrenaline boost.

William Gillis

Committee Member

William Gillis is an 8th-generation farmer in the Fayetteville area. He has called Cross Creek home since 1990, has served as a deacon for 18 years, and was recently elected as a ruling Elder. He and his wife Hannah have been married for 14 years and are raising five children.



Dennis Johnson

Committee Member

Dennis is a college theatre and communications instructor. He's been attending Cross Creek since 2009 and has been a Deacon for the past 5 years and enjoys running the sound and live streaming for the church.

Geena Chizek

Committee Member

Geena Chizek is a registered nurse. She has been a member of Cross Creek since 2024. She has been married to her husband, a retired US Army Civil Affairs Medical Sergeant, for 15 years and together they have 5 kids. She enjoys running and spending time with her family.

CONTACT

pastorsearch@crosscreekpca.org

Conor Aubry, Pulpit Committee Contact • (561) 847-1768

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