



# CHRIST

PRESBYTERIAN CHURCH

## CHURCH PROFILE





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# Vision Statement

Christ Presbyterian Church exists for the glory of God and the joy of all people.

## Vision Statement Summary

We are a COVENANT FAMILY being TRANSFORMED to the likeness of Christ, rejoicing in and DISPLAYING HIS IMAGE, goodness, and grace, growing in love, service, and relationship to God and our COMMUNITY, for the GLORY of God and His Kingdom, present and eternal.





# Our History

God has blessed us with strong leadership, stable membership, and consistent provision. He has given this church its daily bread for over 25 years and we are grateful.

## Beginnings

In 1996, the work of planting a PCA church in Clarksville began and shortly thereafter seven families began meeting weekly for Bible study. After requests to meet at 49 places were denied, Austin Peay State University agreed and the first worship service was held in November 1997.

In April 2001, CPC was particularized by the Nashville Presbytery. The following year, Richard Schwartz and his family moved to Clarksville, TN as our called pastor, and still pastors today.

## Currently

Being blessed with financial security and having paid off the mortgage in early 2024, CPC is now prayerfully considering future church building expansion to address recent congregational growth.



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# Our Community

Christ Presbyterian is located in Clarksville, Tennessee, one of the fastest growing cities in the state located just 45 minutes north of Nashville. Clarksville boasts a city population of greater than 160,000 and is recognized for a relatively affordable cost of living, a strong job market, cultural diversity, and many family-friendly events.

Our community is home to Austin Peay State University and the nearby Fort Campbell Army installation just over the state line in southern Kentucky. This active military community and our church body see frequent turnover as service members come and go from the local area, but is also blessed by the presence of many veterans and military retirees, many of whom have belonged to the church for decades.

A variety of churches and religious organizations representing various denominations are present throughout the community with the predominant religious affiliation being evangelical protestant.

# Christ Presbyterian at a Glance

At CPC we are honored to serve a vibrant and ever-changing community that includes many military families (about 1/3 of the congregation). Because of this, we experience a unique rhythm of life—one marked by regular hellos and heartfelt goodbyes.

Each year, we joyfully welcome new visitors and members who are stationed at Ft Campbell, and we prayerfully send others off as they move to new assignments around the world. While this turnover can be bittersweet, it also brings a beautiful diversity and fresh perspective to our church family.

## MEMBERSHIP

Average Worship Attendance:

160

Communing Members:

115

Current Serving Elders: 6

Current Serving Deacons: 4

## STAFF

Full-Time Ministry Staff

Senior Pastor

Part-Time Support Staff

Pastor of Spiritual Formation\*\*

Administrative Assistant

Director of Ministries

Social Media (vacant)

Facilities Director

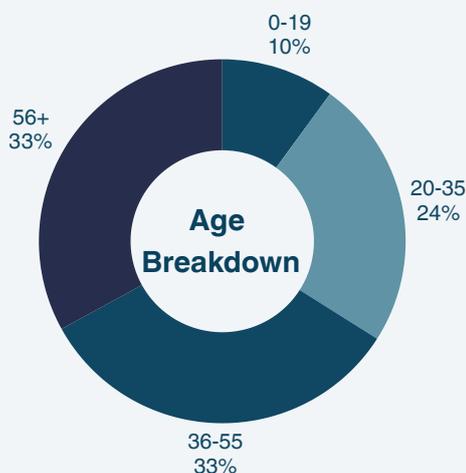
\*\*future role

## BUDGET

	<u>Income</u>	<u>Expenses</u>
2023	\$377,406	\$360,655
2024	\$436,653	\$403,335
2025	\$597,354	\$467,194

## FACILITIES

10,000 SF Main Building  
(Built in 2001) on  
22 Acre Campus  
(~18 still undeveloped)



# Elders and Deacons



**RICHARD SCHWARTZ**  
Teaching Elder



**STEPHEN LEE**  
Ruling Elder



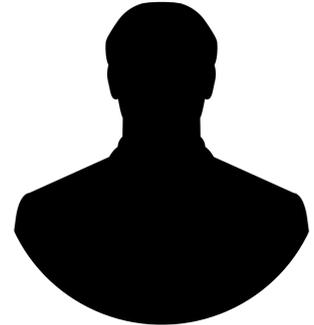
**SAM WILSON**  
Ruling Elder



**JOHN STITT**  
Ruling Elder



**RON DICKSON**  
Ruling Elder



**PRESTON SMITH**  
Ruling Elder



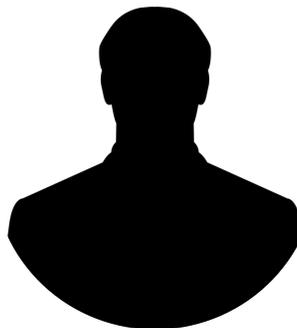
**DAN MEYERS**  
Deacon



**JOHN MICHAEL STITT**  
Deacon



**ASA STONE**  
Deacon



**LES GLINSKI**  
Deacon

# Unique CPC Ministries

## Christ Presbyterian Church Ministry Teams endeavor to:

- Promote deeper fellowship
- Develop merciful hearts for our community and the world
- Mobilize our gifts
- Serve the Body and one another
- Transform our hearts as the Gospel moves from thought to action



## OWLS (Older, Wiser, Lively Saints)

OWLS is our ministry for seniors who bring wisdom, joy, and vitality to our church family.

The heartbeat of this ministry is gathering once a month to share a meal together, usually accompanied by a featured speaker who highlights their ministry or project.



## Community Groups

At CPC, we want to be a church of community groups, not just a church with community groups. Community Groups are a central way we grow together in Christ, care for one another, and live as His body. They are the structural means of distributing pastoral care in the church.

## Journey Together Presbyterian Church

We host a Korean-speaking congregation that meets in our Sanctuary for worship on Sundays and uses our Discipleship Classrooms during the week for Bible studies and fellowship. Each year, we join together for a special combined service at Christmas, celebrating the season as one church family.



# Where we are strong

CPC attendees benefit from leadership committed to Biblical teaching and preaching as well as faithful support staff. We have a strong financial position with no current mortgage and have been blessed by the financial generosity of many, putting us in a position to evaluate future expansion and growth opportunities. Our church body prioritizes helping our community through preparing and serving meals at Loaves and Fishes and by partnering with Montgomery Academy, a non-profit hybrid tutorial program serving homeschooling families in the Clarksville area from grades k-12, on Tuesdays and Thursdays during the school year.



# Where we can improve

We are facing challenges with a shortage of ministry team leaders and volunteers who can consistently commit, which makes it difficult to transfer leadership roles. We also have a need for increased leadership support in key ministries such as our: Men's, Women's and Youth fellowships.

# Opportunities

We have an exciting vision for building and property development that will shape our future. The transition of a new lead pastor, working alongside officers and staff, combined with a Pastor of Spiritual Formation laboring "behind the scenes," positions us well for growth and spiritual vitality. CPC is also situated in a rapidly expanding community - between 2017 and 2022, Clarksville ranked among the top-25 fastest-growing cities in the U.S., with 15.5% growth, presenting tremendous opportunities for ministry and outreach.



# CPC Lead Pastor Profile

## Qualifications

1. **Biblical Character:** A man of holiness and integrity with a heart for Christ's people, zealous for their growth in grace, and committed to bringing the gospel to our community and beyond.
2. **Expository Preaching:** A preacher of the Word who proclaims sound doctrine in line with Scripture and the Westminster Standards, applying the gospel to nurture believers and call the lost to faith and repentance.
3. **Ordained (or Ordainable) in the PCA:** Fully aligned with the doctrine, government, and worship of the Presbyterian Church of America, laboring in good standing with the Presbytery.

## Desired Attributes

1. **Integrity in Life and Doctrine:** Lives what he proclaims; trustworthy and consistent in his teaching and practice.
2. **Shepherd (Priest):** Humble and attentive, nurturing a multi-generational body through preaching, encouragement, and pastoral care, fostering fellowship and spiritual growth.
3. **Prophetic Leadership:** Exhorts with conviction and pastoral earnestness, leading with a "let's do this" spirit, hands-on, mobilizing the church for outreach, discipleship, and mission.
4. **Visionary Servant Leader:** Identifies and implements opportunities for gospel ministry, stewarding the church's people, property, and resources with wisdom to nurture the congregation and extend Christ's blessing to the community.
5. **Unifier:** Builds up the body in love and truth, encouraging CPC's calling to display God's truth, goodness, and grace in word and deed.
6. **Disciple-Maker:** Equips all generations to mature in Christ and overflow in service and evangelism.
7. **Bold Yet Gentle:** Gives confident, Scripture-rooted answers to believers and seekers alike, marked by both courage and pastoral gentleness.
8. **Collaborative Leader:** Works wisely with elders, deacons, staff, ministry teams, Montgomery Academy, and Journey Together Presbyterian Church to strengthen current ministries and lead new initiatives that serve CPC's mission

## CONTACT

The chair of Christ Presbyterian's pulpit committee is Shannon Glinski. Please send a letter of interest and resume to [pastoralsearch@clarksvillepca.org](mailto:pastoralsearch@clarksvillepca.org) and we will contact you with next steps.

# Pastoral Search Addendum

This addendum is intended to provide clarity, transparency, and encouragement to candidates as they consider the Senior Pastor role at Christ Presbyterian Church Clarksville (CPC). We recognize that context matters deeply in pastoral discernment, and we want to address several practical and relational questions directly.

## 1. Role of the Current Lead Pastor Transitioning to Assistant Pastor

Our current Lead Pastor will be transitioning into an Assistant Pastor role titled “Pastor of Spiritual Formation” (PSF). We recognize that it can feel unusual for a Senior Pastor candidate to consider a call where a long-serving lead pastor remains on staff, and we want to address this clearly and honestly.

First and foremost, the incoming Senior Pastor will be the clear spiritual and organizational leader of Christ Presbyterian Church. He will serve as the primary preacher and teacher of the congregation, setting the theological and pastoral direction of the church from the pulpit, and providing overall vision and leadership in partnership with the Session.

The Pastor of Spiritual Formation role will exist because of a genuine and ongoing need within CPC. The scope of work for this role has been defined by the session and will average approximately 12–15 hours per week, reflecting a part-time commitment. The document reflecting the precise work of the PSF can be emailed to an interested candidate on request.

Importantly:

- Compensation for the former Lead Pastor will be significantly reduced to reflect this new scope and responsibility.
- The PSF’s role is not supervisory, directional, or parallel to the Senior Pastor’s leadership. He will report to and through the new senior pastor to the session and will not sit on the session.
- The PSF has a planned terminus of two years. If the new senior pastor and session determine that the PSF’s role is of continuing benefit to the church the terminus can be considered for extension.
- The former Lead Pastor is a humble, gracious man, fully supportive of this transition, and personally committed to serving the church in a way that strengthens, not complicates, the leadership of the incoming Senior Pastor.

While leading a church certainly comes with risk, CPC desires to create a space where a minister can step into the lead pastor role - even for the first time - and by the Spirit's help, thrive. We expect our new senior pastor will lead, make mistakes, repair, and grow. Furthermore, we believe that Rev. Richard Schwartz will be an asset, not a hindrance, to the new lead pastor to accomplish this vision.

## 2. Building Expansion Project

CPC is currently preparing for a building expansion due to sustained growth and space constraints. This growth has continued through a season in which our current senior pastor has served in a reduced-time capacity, highlighting a congregation that has remained healthy and growing even amid transitional leadership.

We want to state clearly: there is no expectation that the incoming Senior Pastor possess expertise in construction, architecture, or project management, nor that he lead this project operationally.

Key details:

- One of our Ruling Elders is a professional architect and has already developed expansion plans to approximately the 60% design phase.
- A Finance Team is actively meeting to determine funding pathways and financial stewardship for the project.
- Governance, oversight, and execution of the project will be handled by qualified elders and teams, with appropriate Session involvement.

The Senior Pastor's role during this season is primarily pastoral and spiritual, not technical. He will be informed, consulted, and pastorally present but will not be expected to carry the burden of project leadership.

## 3. Temporary Office Space Limitations

At present, Christ Presbyterian Church hosts a hybrid Christian academy that utilizes nearly all available space during the week. As a result, there is currently no dedicated office space available Tuesday through Thursday for church staff. This situation is temporary. Once the building expansion is completed, in approximately 18 months, a dedicated pastoral office space will be available.

In the interim:

- The session is committed to temporarily rent a space off the grounds of the church in order to protect the attention and time of the senior minister.
- The Session is aware of this limitation and views it as a transitional and logistical inconvenience, not a permanent expectation.

## 4. Total Compensation & Long-Term Renewal

The total package for the Senior Pastor role is expected to be approximately \$150,000, structured across multiple components including:

- Salary
- Housing Allowance
- Health Insurance
- Health Savings Account (HSA)
- Life Insurance
- Long Term Disability
- Retirement Savings
- Social Security Taxes
- Ministry Expenses
- Ministerial Wellness

CPC is deeply committed to the long-term health and sustainability of pastoral ministry. The church sets aside annual funds towards "Ministerial Wellness" which fully finances a sabbatical every seven years for the Senior Pastor and covers the expenses for his participation in a pastoral cohort. This reflects our conviction that faithful ministry requires intentional rhythms of rest, renewal, and spiritual refreshment.

We recognize the real sacrifices inherent to vocational pastoral ministry and do not want financial anxiety to be a burden carried by those called to shepherd Christ's church. In keeping with guidance commonly emphasized within the PCA, including resources such as Geneva Benefits Group, CPC seeks to compensate its pastors in a way that reflects professional excellence, promotes long-term stability, and allows the Senior Pastor to serve with freedom, focus, and peace of mind.

**We hope this addendum provides clarity and peace as you prayerfully discern God's leading. Christ Presbyterian Church desires to be transparent, supportive, and wise in this process, for the good of the church and for the flourishing of the pastor who will lead her into the next season.**