

TRINITY PRESBYTERIAN CHURCH

Pastoral Candidate Packet

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Job Description

HISTORY

Trinity Presbyterian Church (TPC) held its first official service on Sunday, January 12, 2014, at Crofton Woods Elementary School on Urby Drive in Crofton, Maryland. TPC was born as a church plant from Evangelical Presbyterian Church of Annapolis, a Presbyterian Church in America (PCA) congregation that for several decades has planted multiple churches in the surrounding area.

The planting of TPC was carefully planned and orchestrated, led by Tom Wenger Jr. ("Pastor Tom"), who for a number of years had been serving as the pastor of discipleship at Evangelical Presbyterian Church of Annapolis. For approximately a year prior to TPC's founding, Pastor Tom led a Sunday school class titled "What Is the Church?", which became a foundation in many ways for TPC—both in helping to define our church's distinctives and in assembling many of the founding members.

Also, starting in approximately 2006, Tom led a young adult Bible study for a number of years in Annapolis and, after being installed at Evangelical Presbyterian Church, eventually led a college and career Sunday school class, both of which drew many young adults eager to study the Word and theology and better understand the gospel. Many of the young adults he taught came with him to start TPC. Along with many from his Bible study and Sunday school classes, TPC was launched with a "borrowed session" of five ruling elders from Evangelical Presbyterian Church of Annapolis as well as many who had served as deacons there—all committed to staying for at least a year and many choosing to make TPC their long-term home church. With this robust group, along with the mother church's commitment to church planting and Pastor Tom's longstanding reputation as a pastor, teacher, and pastor's kid from the area (his dad has been a PCA pastor in the area for many decades), TPC opened its doors with 240 people attending its initial Sunday service.

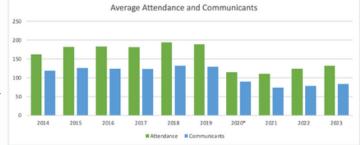
TPC's Particularization on January 11, 2015



Since then, the church has maintained an average attendance of approximately 150, including many young families. Nearly half of our average Sunday morning attendees are children either in preschool or grades K-12.

On January 11, 2015, only a year after opening its doors, TPC was particularized in the PCA and Tom Wenger Jr. installed as Pastor/Teaching Elder. Six ruling elders and 10 deacons were also installed.

In early March 2020, immediately after losing our associate pastor under difficult circumstances, COVID restrictions forced TPC to continue its services via pre-recorded services that Tom led and an elder videotaped at the church office. While public schools did not allow students or tenants back into their buildings for more than a year, TPC started meeting outside in church members' yards during the summer of 2020, then briefly met in the gym at Rockbridge Academy in Crownsville, and then moved to holding afternoon Sunday services at Severna Park Evangelical Presbyterian Church. After the public schools finally opened up again to tenants, in the fall of 2021, TPC began worshiping at Crofton High School, where we remain today.



On September 11, 2023, Pastor Tom passed unexpectedly into Heaven at the age of 49, after a very brief illness. Shock and grief have been poignantly

*Began offering livestream in 2020; viewers not counted

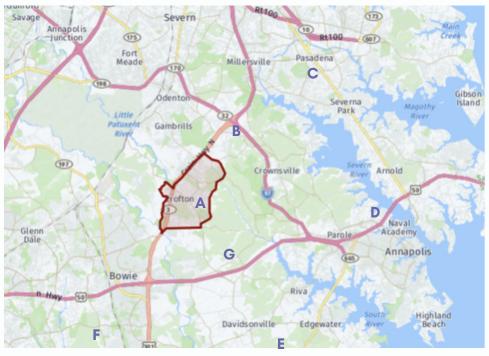
felt by the entire congregation and then deepened by the loss on Thanksgiving 2023 of another young husband/father who was a longtime member of our congregation.

By God's grace and with the steady, dedicated leadership of TPC's session, aided by the diaconate and a committed congregation, TPC has continued to worship, has become more close-knit, and has even grown and thrived during the months since Pastor Tom's death. TPC has been supported strongly by the Chesapeake Presbytery and has had our pulpit filled weekly by area PCA ministers and visiting missionaries. In November 2023, the congregation elected a pastoral search committee tasked with recommending a new senior pastor to the congregation. Meanwhile, the session is seeking an interim pastor, who we hope to have in place by spring of 2024.

CHESAPEAKE PRESBYTERY & NEARBY PCA CHURCHES

TPC is deeply grateful for the fellowship and support—especially in recent months—from the <u>Chesapeake</u> <u>Presbytery</u>, which it has been part of since its founding. TPC sits only a couple of miles from the border of the Potomac Presbytery and has also enjoyed and deeply appreciated the support, including pulpit supply, from churches there.

TPC was intentionally planted in west Anne Arundel County, with a vision to minister primarily to the greater Crofton community. The map below indicates the closest PCA churches.



APPROX. SCALE: 5 MILES [-

 A - TPC at Crofton High School;
B - Severn Run EP Church;
C - Severna Park Evangelical Church;
D - Evangelical Presbyterian Church of Annapolis;
E - Grace Evangelical Presbyterian Church;
F - Reformed Presbyterian Church of Bowie;
G - TPC's property

DISTINCTIVES

DENOMINATION AND DOCTRINE

TPC is a member of the Presbyterian Church in America (PCA). As such, we subscribe to the <u>Westminster Standards</u> as a faithful summary of the Scriptures. Additionally, we heartily affirm the ancient Christian creeds (Nicene, Athansasian, and Apostles' creeds) as well as other Reformation creeds (Belgic Confession, Heidelberg Catechism, Second Helvetic Confession, and the Canons of Dordt).

More about our core doctrinal beliefs can be found here on our website.

WORD AND SACRAMENT FOCUS

TPC is intentionally a Word- and sacrament-focused church. This means we have a relatively simple church structure, focusing primarily on proclaiming Christ's work through the Word and the sacraments. More than anything else, we value teaching and proclaiming what Christ has done for us. Every week, our service culminates with the celebration of communion.

Since the entire Bible revolves around Christ and His work, we understand that to preach the Word means to preach Christ crucified for us. This encompasses what takes place in our Sunday worship services, all training, classes, and Bible studies, as well as what we tell the world. The reason we also include the sacraments in this is that they are powerful signs that God has endowed with the ability to impress on our hearts and minds what Christ has done for us. We see this focus on the Word and the sacraments as crucial to our obedience to the Great Commission's call to proclaim the gospel, baptize, and then teach all those who become part of the family of God (Matthew 28:18-20).

We value exegetical preaching and avoid politics and pop culture in the pulpit. We believe that the congregation is best nourished and equipped by a deeper and fuller understanding of God's law and the good news of the gospel rather than by commentary on the latest headlines or trends. We insist that every sermon hinge onnot merely touch on-the finished work of Christ, which is key to all of Scripture. Our sermons also include a direct address to the children-often an opening question, story, or illustration that encapsulates the sermon's theme and encourages the youngest among us to listen further and grow in their understanding of God's holiness and love as well as feel included in the body. 04

DISTINCTIVES, CONT'D

Our congregation deeply values the benefits of weekly communion. With sermons hinging on the finished work of Christ, it is a natural progression to then move to the Table. We celebrate this sacrament as a true means of grace, calling us to regularly remember Christ and His sacrifice and celebrate His finished work on our behalf.

SERVING ONE ANOTHER

We see the New Testament church described this way in Acts 2:41–42: "So those who accepted his message were baptized, and that day about three thousand people were added to them. They devoted themselves to the apostles' teaching, to the fellowship, to the breaking of bread, and to prayer" (CSB). Throughout the New Testament, it is evident that God calls the church to live life together and to bear one another's burdens. Thus, we emphasize the need to spend time together doing these very things in various contexts so that the body of Christ is built up.

TPC has always envisioned that it would remain a small- to medium-sized church. The thought has been that if we see ourselves starting to grow to 400+ people, we would look to plant another church rather than expand a sanctuary or begin holding two morning services in order to accommodate additional growth. We believe that remaining a smaller congregation also encourages deeper relationships and more meaningful opportunities for service.

LOVING OUR NEIGHBORS

Since Christianity is viewed with growing suspicion and/or disdain by many in our increasingly post-Christian culture, we emphasize that our evangelism needs to take place primarily through relationships. Since the Bible calls us not only to proclaim the gospel to the non-believing world, but also to realize the debt of love



we owe to our fellow humans (Luke 10:37, Romans 13:8), we place a very high priority on encouraging our people to be building relationships with their neighbors to show them the love of Christ and to give them the reason for our hope (1 Peter 3:15-16).

SUNDAY SERVICES

A typical Sunday morning at TPC includes Sunday school from 9-10 a.m., followed by a time of fellowship and then our worship service at 10:30 a.m. Our services typically last until a little after 12 p.m.

Once a month, we gather in a member's home on Sunday evening for a time of singing, teaching, and corporate prayer, followed by fellowship and light refreshments.



SUNDAY SCHOOL AND NURSERY

Our Sunday school class offerings have fluctuated through the years based on the number of children in certain grades and the availability of Sunday school teachers. Currently we offer the following Sunday school classes:

- Ages 0 3 (nursery)
- Ages 4 1st grade
- 2nd 5th grade
- Middle School (6th 8th)
- High School / Adults

We welcome young children into our worship services and encourage families to worship together as much as reasonably possible. During our worship services, we offer nursery for ages 0-3, and twice a month we offer a **Young Worshippers in Training** (aka "YWIT") class for 3- to 5-year-olds during the pastoral prayer and sermon. The purpose of YWIT is to help our little ones better learn how to participate in worship.

SUNDAY SERVICES, CONT'D

ORDER OF WORSHIP

Our morning worship service has traditionally been carefully planned by our pastor, and all aspects of the service are led by either an elder or the pastor. Our <u>order of worship</u> is very intentional and treasured by our congregation. There have been minor session-approved updates over the years, such as adding in the Lord's Prayer and Doxology. We have 26 custom-scripted orders of worship that we have been rotating through twice a year since we were founded.

LIVE BROADCASTS

During COVID, TPC began offering live broadcasts of our services to those who preferred or needed to attend virtually. We believe that the New Testament focuses on the Body of Christ worshipping in person, and we strongly encourage everyone who can to gather with us physically on Sunday mornings. However, we have continued to livestream our morning service for a few congregants who for various reasons are not always able to attend in person. Recordings of our past worship services can be found <u>here</u>.

MUSIC

TPC thrives on simple congregational worship, and all instruments and vocalists are intended to support the congregation as we worship together—keeping everyone in time and in tune—without drawing attention to themselves. When our location layout has allowed for it, we prefer to have our musicians and vocalists to the side, off stage and not a central focus during worship. The elder leading worship continues leading from the pulpit (mic off) as the congregation sings.

Piano is the primary instrument, with the pianist responsible to lead the vocalists and often also a few supporting instruments (e.g., violin, clarinet, acoustic guitar played by volunteers from the congregation). A team of rotating musicians and vocalists as well as an audio/visual team are all coordinated by our part-time paid worship music coordinator.

Music for each service is carefully selected—historically by the pastor, but currently by our worship music coordinator with approval from a member of the session. The song selection is intentionally coordinated with the order of worship and, whenever possible, also with the topic or text of the sermon. We sing a mixture of traditional hymns and carefully selected modern songs that have solid theology, well-written lyrics, and quality tunes. We seek songs that are filled with the truths of Scripture and that members can recall, sing, and meditate on throughout the week. Any song added to our repertoire is pre-approved by the pastor and/or session.

MINISTRIES AND ACTIVITIES

TPC believes that any ministry or program should serve the congregation and that the church should not be program-driven. Trinity intentionally tries not to fill up members' calendars with church activities or replicate groups or organizations within the community (e.g., sports teams, book clubs, soup kitchens) in order to encourage members to regularly interact with unbelievers to build relationships, serve, and have direct avenues to share the gospel. We also encourage as many ministries as possible to meet in members' homes to encourage fellowship and reaching out to neighbors.

Currently we have the following ministries/committees, which are further detailed in <u>Appendix B.</u>

- Community Groups
- Men's Ministry
- Women's Ministry
- Children's Ministry
- Youth Ministry
- Missions Committee
- Mercy Committee
- Building Committee

In addition to regular events planned by the various committees and ministries, TPC holds an annual leadership retreat in January, a Good Friday service, a Christmas Eve Eve service (December 23), and fellowship lunches after Sunday worship approximately once a quarter.



FACILITIES & FUTURE PLANS







RENTED WORSHIP SPACE

To date, TPC has met in a variety of rented facilities, predominantly public schools in Crofton. We currently gather on Sunday mornings at Crofton High School, located in Crofton Park, 2291 Davidsonville Rd, Gambrills, MD 21054. We are thankful for this modern, clean facility available to us at a reasonable rate. At the same time, we also recognize the less-than-ideal setup of a congregation of ~150 meeting in an 850-seat, theater-style auditorium and having to haul in our nursery and fellowship supplies and related furniture every Sunday from our own specially equipped box truck.

CHURCH OFFICE

The church rents office space at 1666 Village Green in Crofton to house our pastor's office/study/library, some basic office equipment (e.g., a copier), and storage.

PROPERTY

In 2015, TPC formed a Building Committee, and in late 2017 we purchased an 11.4-acre property located at 1240 Rossback Road, Davidsonville, which is now paid off.

In 2019, we hired architects to design a building that would meet the needs of up to a 400-person congregation. Since then, we have been more or less in "fundraising mode." We currently have about \$1 million dollars in our building fund and believe we need somewhere around \$3 million in hand before we could take out a mortgage for the remaining building costs and begin obtaining permits to start breaking ground.





Meanwhile, the Building Committee keeps its eyes and ears open for any locations in our geographic area that would better serve our congregation until we can establish our own permanent meeting location-including if that would involve purchasing another facility while we continue to raise funds for the building we have envisioned.



CHURCH STAFF & FINANCIAL STATE

CHURCH STAFF

In addition to our full-time senior pastor role that we are seeking to fill, TPC currently has five part-time paid staff positions filled by the following people:

Church Administrator: Missy Schwartz Worship Music Coordinator: Julie Tatum Children's Ministry Administrator: Alexis Zintak Children's Ministry Coordinator: Kadi McKinley Social Media Coordinator: Rae Waldo

During the week, all staff work remotely from their homes except when they need to access supplies or the copier at the church office. They each coordinate with designated members of the session in fulfilling their roles.

FINANCIAL STATE

TPC has been blessed throughout its history to have had a positive cash flow every year. Managed by the deacons in coordination with the session, our annual all-inclusive operating budget is typically in the neighborhood of \$500,000, with giving always exceeding expenses. At the end of many years, we have ended up with a substantial surplus (\$100K+) that we have rolled into our Building Fund. In addition to our Building Fund, we maintain a healthy balance in our checking account and rainy-day savings account.

CHURCH OFFICERS

TPC currently has eight ruling elders and 11 deacons.

RULING ELDERS

- Terry Everhart-founding member; elder since 2023
- Candido Giron-member since 2017; elder since 2019
- Chris Schwartz-founding member; elder since 2021
- Joe Stephens-member since 2016; elder since 2017
- Dale Vander Wall*-founding member; founding elder
- Jim Wilkins-founding member; founding elder
- Andy Wolverton-member since 2018; elder since 2019
- Ben Zintak-member since 2015; elder since 2022

DEACONS

- Beau Bigelow*-founding member; deacon since 2015
- Kendrick Doolan-founding member; deacon since 2019
- Wes Ferwerda-founding member; deacon since 2017
- Matt Gordon-member since 2016; deacon since 2023
- Ian Kilpatrick-member since 2022; deacon since 2023
- Josh Marengo-member since 2018; deacon since 2023
- Ben McKeown*-member since 2015; deacon since 2016
- Jesse Morgan-founding member; deacon since 2015
- David Putnam-founding member; deacon since 2015
- Logan Putnam-founding member; deacon since 2015
- Brad Tatum-member since 2015; deacon since 2022

* indicates currently on sabbatical

TPC wholeheartedly concurs with the PCA Book of Church Order requirement that both elders and deacons should be godly men.

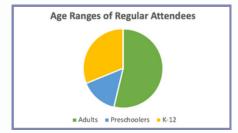
TPC DEMOGRAPHICS

BY THE NUMBERS . . .

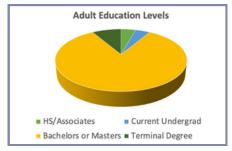


Due to the nature of where TPC is located—35 minutes from the capital of the United States and about 20 minutes from the capital of Maryland—we have many congregants working in military or government-related jobs. In fact, the vast majority of our congregation work white-collar jobs, with nearly 50% of households having at least one person working in a government-related job.

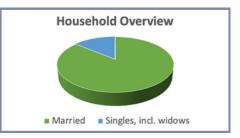
In addition, we have always been a congregation full of young couples and young families. These factors have contributed to high turnover in our congregation, with many families transitioning for one reason or another to other areas of the country. For example, at one point, about five years into our history, we had retained steady/growing attendance numbers while simultaneously experiencing a 50 percent turnover in congregants, all due to relocations!



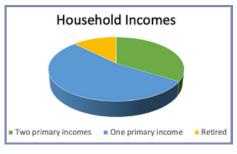
ON AN AVERAGE SUNDAY, NEARLY HALF OF OUR CONGREGATION ARE UNDER AGE 18.



MORE THAN 90% OF TPC ADULTS HAVE AT LEAST A BACHELOR'S DEGREE, INCLUDING ABOUT 8% WHO HAVE TERMINAL DEGREES.



86% OF OUR POST-COLLEGE ADULTS ARE MARRIED, AND 14% ARE SINGLE, INCLUDING FOUR WIDOWS.



MORE THAN HALF OF OUR HOUSEHOLDS HAVE ONE PRIMARY INCOME, AND WE HAVE SEVEN HOUSEHOLDS WITH RETIREES.

ABOUT CROFTON

Crofton, Maryland, is a planned community that was originally built in the early 1960s. It sits about 10 miles west of Annapolis, 24 miles south of Baltimore, and 24 miles east/northeast of Washington, D.C. Considered to be one of the best places to live in Anne Arundel County, Crofton has continued to grow and seamlessly flows into other suburban areas such as Gambrills, Odenton, and Crownsville.

Crofton is primarily a community of young professionals and families, many of whom hold government jobs and/or work in and around Washington, D.C., or at Fort Meade. The average resident commutes 35+ minutes each way to work.

As of 2021, Crofton had a population of about 30,000 with a median age of 36 and a median household income of approximately \$130,000. Less than two percent of families live below the poverty line. The population of Crofton continues to increase, as does its median income.

In 2021 the median property value was \$417,200 (vs. national average of \$244,900), and the homeownership rate was 79.2%. The median rent rate was \$1,898 (vs. national average of \$1,163). English is the primary language spoken in all households, and 95% of residents are U.S. citizens.



APPENDIX A: ORDER OF WORSHIP

- Welcome
- Call to Worship
- Invocation
- Song of Adoration (congregational singing)
- God's Call to Holiness
- Confession of Sin (congregational and private)
- Declaration of Forgiveness
- Two songs of gratitude (congregational singing)
- Confession of Faith
- Sacrament of Baptism (as needed)
- Pastoral Prayer (rotates among elders and pastor), concluding with congregation joining in the Lord's Prayer
- Offering, in conjunction with a congregational song that usually correlates with the sermon
- Doxology
- Scripture Reading
- Sermon
- Sacrament of the Lord's Supper (every week)
- Song of Response
- Benediction
- Congregational singing of "The Steadfast Love"
- Announcements

Except for unusual circumstances (e.g., COVID), we prefer to have our music and order of worship printed in the bulletin and not projected onto screens.

Sample bulletin

APPENDIX B: MINISTRIES AND ACTIVITIES

Community Groups: Coordinated by Ruling Elder Zintak, we currently have two "community groups" that meet regularly in members' homes—one in Crofton/Millersville/Annapolis (weekly on Wednesdays) and another one in Crofton (biweekly on Sunday evenings). Historically our various community groups have had different topics that they study-some may discuss the sermon or other carefully selected books/topics, and some may focus more on facilitating fellowship.

Men's Ministry: Led by Ruling Elder Everhart, our Men's Ministry offers a weekly Wednesday early morning prayer breakfast, monthly men's gatherings at various members' homes, and a yearly men's weekend retreat.

Women's Ministry: Overseen by Ruling Elder Wolverton and spearheaded by Lauren Everhart and a committee of approximately 10 women divided into subcommittees, our women's ministry provides regular opportunities for Bible study and fellowship throughout the year, as well as one-off events, like biannual brunches. Currently, we offer three biweekly Bible studies during the school year (two morning studies with childcare, one evening study), one morning study in the summer (with childcare), and monthly fellowship nights—all taking place in each other's homes. We also created a Moms' Coffee & Conversation (MC2) ministry to offer support and encouragement to those with young kids; this group currently meets every other month to enjoy special speakers, discussion, and a devotional.

Children's Ministry: Currently overseen by Ruling Elder Schwartz, our Children's Ministry focus is on offering nursery and Sunday school and hosting seasonal events for families and their children.

Youth Ministry: With the philosophy that we want to integrate our teens into the congregation as much as possible, our youth group meets biweekly at a member's home for Sunday lunch and a time of teaching. They also routinely gather for service days to help congregants in need. The Youth Committee also plans regular fun outings for the teens, such as a summer trip to Hershey Park, a winter snow tubing day, a girls' tea party, and more.

Missions Committee: Our Missions Committee reports to the session with updates and recommendations related to TPC's support of missionaries and mission-related activities. TPC has allocated 10% of its budget to missions and adheres to a philosophy of partnering deeply and substantially with a limited number of missionaries. We currently support three missionary families—one in France, one working with church plants in Mexico and the Caribbean, and one headed to Southeast Asia.

Mercy Committee: The Mercy Committee consists of a subset of deacons who oversee the disbursement of the Mercy Fund money to members in need. TPC focuses its Mercy Ministry and use of its Mercy Fund on helping TPC members and believes that it is separately the responsibility of members to personally help those in need in the broader community.

Building Committee: The Building Committee consists of at least one elder, several deacons, and other congregants who have complementary gifts. They have overseen the identification of the church property that was purchased in 2017, the development of architectural plans for a new building, related fundraising, and the exploring of any new facility options that are brought to TPC's attention.

APPENDIX C: JOB DESCRIPTION

TITLE: SENIOR PASTOR **REPORTS TO:** SESSION & PRESBYTERY

PURPOSE

"It was He who gave some to be apostles, some to be prophets, and some to be pastors and teachers, for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ: until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." Ephesians 4:11-13

The purpose of this position is to shepherd God's people primarily through the preaching and teaching of God's Holy Word and administration of the sacraments that we might know Christ as He is revealed in the Scriptures, love Christ as the Holy Spirit reveals Him to us in the Scriptures, and show forth Christ as we relate biblically to the Body of Christ and to the world.

REGULAR DUTIES & RESPONSIBILITIES

- Minister God's Word to the congregation of Trinity Presbyterian Church (TPC) by reading, expounding, and preaching the Word at each of the weekly morning Worship Services (and other services as appropriate); administer the sacraments, including weekly communion.
- Lead the activity of the Session by casting a biblical vision for ministry, discipleship, moderating meetings, and ensuring proper training of the Clerk.
- Conduct annual Officer Training for prospective Elders and Deacons covering doctrine, personal holiness, and appropriate ministry skills.
- Reach out to all members of the congregation to build positive, supportive relationships.
- Aid the Session in oversight of the church's ministry staff including the Church Administrator, Music Coordinator, Children's Ministry Directors, and Social Media Coordinator.
- Provide initial counseling, as needed, to members of the congregation and provide referrals to Christian counselors as appropriate per the church's Counseling Policy.
- Teach Sunday School classes.

OCCASIONAL RESPONSIBILITIES

- Conduct weddings and funerals as appropriate.
- Attend meetings of Chesapeake Presbytery, participating in Presbytery business as appropriate.
- Ensure that Trinity Presbyterian Church has proper representation at meetings of the PCA General Assembly.
- Attend and support other TPC-related events and functions as appropriate.
- Moderate congregational meetings.
- Make home and hospital visitations alongside elders and deacons to care for the flock.

POSITION REQUIREMENTS

Knowledge

- A personal relationship with Jesus Christ, and a strong grasp of Scripture and the Gospel.
- A call to this ministry that is evidenced by experience, vision, and passion.
- A commitment to reformed theology as expressed in the Westminster Confession and Catechisms.
- A clear understanding of, and experience in, the presbyterian form of church government as laid out in the Book of Church Order.
- An understanding of, and commitment to, the PCA and membership of TPC.

Experience/Credentials

- Meets the requirements of 1 Timothy 3, Titus 1, and the PCA BCO.
- Able to be ordained as a Teaching Elder in the Chesapeake Presbytery of the PCA
- Masters Degree from an accredited seminary
- Preferred minimum 10 years of ministry experience.
- Spiritual maturity evidenced in, but not limited to, the following areas: prayer, the Word, confidentiality, edifying speech, discernment, and discretion.
- The ability to work with ministry leaders and staff at TPC.
- Basic computer skills and preferred experience with Microsoft Office and Google Workspace.

CONTACT US

PASTORAL SEARCH COMMITTEE

1666 Village Green, Crofton, MD 21114 www.trinitypres.us

Email: pulpit-search@trinitypreschurch.net

Jeremy Diepenbrock Committee Chair 240.460.9396 (Mobile)

