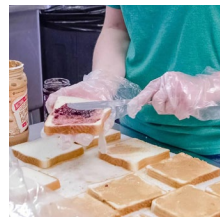




# CHRIST PRESBYTERIAN CHURCH

know the love | grow the love | show the love





# Our Church Family

We are a Christ-centered, diverse congregation with an average worship attendance of 80-100, located at [2508 Dickens Road in Richmond, Virginia](#). We are a family of believers united in Christ and grounded in His Word. Empowered by the Holy Spirit, we seek to be genuine about our struggles, frailties and sinfulness. We desire to be a catalyst for God’s transformative work, which sets people free to obey Him and lifts Christ up so that others may be drawn to Him.

## When asked to describe our congregation, members and visitors alike share the following:

- Christ-centered and gospel-focused
- Grounded in the Word of God
- Open to the leading, movement, and manifestations of the Holy Spirit and regularly allow time in our worship for the Holy Spirit to do His good work in our midst
- Vibrant and highly participatory worship service
- High level of member engagement in all aspects of church life
- Welcoming environment where people are free to be themselves without judgment
- A place for prayer and healing
- Informal and unpretentious atmosphere
- Diverse in age, race, culture, dress, political beliefs, socioeconomic status, abilities, and theology
- A community where members care for and love one another
- A place where grace abounds because patience is a posture that allows space and time for love to do its good work
- A congregation that freely shares the good gifts God has given us, including our building, for the advancement of God's kingdom

We are on a mission to find a dedicated and passionate full-time pastor. This role is supported by a committed team, including a part-time Administrator, part-time Office Manager/Treasurer, and part-time Coordinator of Children's Ministry. The Session, formed of the pastor and six elders, guides our community's spiritual formation through regular prayer, discussion, and spiritual discernment. Our leadership also includes six deacons who are responsible for meeting the everyday, pragmatic needs of our church family and the community beyond our four walls. Elders and deacons are elected by the congregation for up to two consecutive three-year terms and take on specific areas of responsibility that may change annually to adapt to evolving needs. We see to it that every regular attender is well cared for by assigning both an elder and a deacon to each, ensuring personalized attention, prayer and support.

## Curious and want to learn more?

- Visit our [website!](#)
- Listen to past [sermons on our website](#) or subscribe to our [sermon podcasts](#)
- Join us on Sunday morning at 10:30 AM ET for our [live-streamed worship service](#)
- Explore the content from our "Deep Dive" series:
  - [The Humility Talks](#)
  - [The Gratitude Talks](#)
  - [The Hope Talks](#)





# Our Community

Our congregation is a tapestry of individuals from all corners of the metropolitan Richmond area, making us more than just a “neighborhood church.” We embrace the rich diversity of our city, reflecting its vibrant cultural mosaic.

The [Richmond Region](#) offers a unique blend of urban and natural attractions. We’re just an hour from the scenic Blue Ridge Mountains, two hours from the bustling heart of Washington, D.C., and two hours from Virginia’s beaches. Our city is a vibrant hub of culture and history, offering endless opportunities for exploration and learning. The James River flows right through downtown, providing scenic parks, urban beaches, and a variety of water activities like kayaking and rafting. The Richmond metro area is home to multiple institutions of higher education that enrich the area with diverse educational opportunities, making Richmond a hub for innovation, scholarship, and professional growth. These colleges and universities not only shape the city’s intellectual life but also create a strong connection between the local community and global academic circles. Additionally, the city boasts a thriving [food scene](#), a rich arts culture, world-class museums, and nearly year-round festivals, earning it the title of [CNN Travel’s #1 Best Town to Visit in 2024](#).

Richmond, with its deep and complex history—from being a center of the slave trade to serving as the capital of the Confederacy—continues to wrestle with the legacy of racial injustice. Recent debates over monuments to Confederate leaders have highlighted ongoing tensions. As a church, we seek to move forward in unity with other believers, finding grace from the throne of God as we pursue healing and reconciliation. Christ Pres has been involved in city ministry since its founding, and we remain committed to being a beacon of hope and a source of relational healing for all.



# Our Values

## The Kingdom over the Congregation.

We believe the church exists to be a sign, foretaste, and instrument of God’s kingdom. Practically, this means that we are ready to partner with others for the common good of our city and eager to send out individuals from our body for the sake of God’s kingdom. Our focus is more on equipping our members for ministry in the world than on growing the numbers in our congregation.

## The Community over the Christian.

We believe we know God, grow in Christlikeness, and serve the world best together. The Christian life is always personal but rarely, if ever, private. We continually look for ways to be the church together. We also value differences among Jesus’ followers, and we seek to be a community that makes room for faithfulness in all its forms.

## People over Programs.

We believe people are more important than programs. If we invest time and energy in programs, it is to the extent that they help us and others grow in Christ. Our focus is more on the health of the vine than the quality of the trellis, and we pursue Christian growth primarily through relationships.

## Seven Days over Sunday.

We believe church is not an activity we do, not a place we go, but rather a people we are, by God’s grace. We are the church in our gathered and scattered lives throughout the week. We seek to make our time together on Sunday serve our being the church Monday through Saturday. Because all of life is the Lord’s, we serve the Lord seven days a week.

## Priesthood of All Believers over Professional Pastor.

We believe the Holy Spirit is generous, giving every member of the body gifts for its edification and mission. We want to share leadership and ministry responsibilities throughout our body according to our gifts and callings. We encourage and help each other to see how God is gifting each member of the body for ministry and mission, and we actively look for ways to be involved in the church’s life and mission.





# Our History

Historically we have not emphasized our denominational identity. Visitors often find that the worship style and congregational life are not what they expect from a typical Presbyterian church. Our unique history helps explain this!

Christ Presbyterian Church (Christ Pres) began as Christ Presbyterian Chapel (CPC), a small group of believers meeting in homes and in a school. In 1978, Christ Presbyterian Chapel was chartered in the PCUSA denomination with the goal of serving as a gospel witness within and to the denomination. Initially, CPC met under the oversight of the Third Church Session, which aligned with our more theologically conservative Reformed beliefs, though it did not fully align with our more free and open worship practices influenced by the charismatic renewal. Our church was a unique hybrid.

Our founding pastor, Buzz Kell, left in 1982, shortly after we moved into our current building. He felt called to inner city ministry, first co-pastoring an inner city church and later founding Elijah House Academy.

After a three-year period of transition, Doug McMurry, formerly of Oregon, became our new pastor in 1985 and served for 19 years. During Doug's tenure, we maintained a hybrid congregational personality, which evolved with time and his leadership direction. Doug left in 2004 to establish a retreat center on his newly purchased property and continues to minister worldwide.

During the 2004-2007 transition period, we operated within the PCUSA largely under the oversight of our Session. For two of those years, Will Smith, who had attended Christ Pres and worked with our youth while he was in seminary, served as our transitional pastor. When he took that position, he felt called to the position for only two years.

Kevin Germer was called as pastor in 2007. Early in his tenure, our congregation voted to leave the PCUSA and join [ECO: A Covenant Order of Evangelical Presbyterians](#). Kevin served as Treasurer and Bob Andrews, an ordained elder and certified lay pastor, served as the Moderator of East Central Presbytery of ECO. We participated with St. Giles and Community West as a Mission Affinity Group, sharing similar (but not identical) concerns.

The Germers served our church for 17 years. During that time, biblically based teaching and preaching were emphasized, with the aim of equipping the saints for ministry. We bid a tearful farewell to Kevin and his family in June 2024 as they moved to Texas where Kevin felt called to serve as Associate Director of Laity Lodge, a Christian Retreat Center, and to be closer to his aging parents. One of Kevin's lasting legacies is our mission to know, grow, and show the love of Christ. This mission became an explicit part of our core identity under his leadership.

We continue as a congregation under ECO, whose mission is to build flourishing churches that make disciples of Jesus Christ. Any pastor we call must affirm the [ECO Essential Tenets](#) and become ordained as a pastor under the ECO.



# Our Mission and Ministries

Our “Main Thing” is the **Love of Christ**. We believe the good news about Jesus frees us for a life of love. Real love. The kind of love that puts God and others first. The kind of love you’re looking for. We’re committed to helping people know, show, and grow the love of Christ.

## know the love.

You are loved. From all eternity, God has loved you, and he’s determined to rescue and heal you. Believing that is easier said than done. That’s why we come back to this truth again and again—that love is at the center of everything. We want to know, and to help others know, God’s tireless, unswerving love for us in Christ.

## grow the love.

Your love was made to grow. We think it grows best in community with others who are learning the way of Jesus: loving God and loving people. We long to see the love of Christ grow in us and grow in the world, as we become more like Jesus and more people come to trust and follow Him.

## show the love.

We’re committed to showing the love of Christ — sharing it with one another and with the world in all kinds of practical ways. In our schools, places of work, neighborhoods, and city, we want all we do to flow from and reflect the humble, self-giving love of Jesus.





**Our church has been gifted in various ways to fulfill the mission that is set before us:**

- First of all, we are a congregation that loves Jesus intimately and seeks to model this relationship for others. This deep love is a driving force for us that leads us on in prayer, worship, and love. It is this love that motivates us into service, fuels generous giving, and energizes our heart for others. It is our witness to the community.
- Secondly, we are a congregation that seeks to hear the voice of God. We have a great love for the Word of God, which is coupled with an understanding that the Lord is still speaking today. We listen for what He is saying, which helps us follow what He is doing and to value His truth over feelings and politics.
- Lastly, we are a people who are aware of our own brokenness, who love and accept each other, and who actively seek healing. We practice open confession of sin and value transparency. This enables us to be a safe place to learn and grow into the people that the Lord intended for us to be when he created us. It enables us to minister to each other in humility and to call each other forward into better things.

Members of our congregation are deeply involved in “everyday missions,” living out their faith in their neighborhoods, workplaces, schools, and beyond. We support our members by providing regular opportunities for fellowship, growth, and service.

**CHILDREN’S MINISTRY.**

Ministry to children is a vital part of our Sunday worship. Our regular children’s ministry includes nursery care during Sunday worship for infants, toddlers, and preschoolers, and children’s church during the school year for elementary school children. The goal of our children’s ministry is three-fold:

- **Gospel Understanding:** Provide time and space for children in our congregation to hear and understand the Gospel.
- **Foundational Teaching:** Teach children what we believe and why, laying an unshakeable foundation that will last a lifetime.
- **Adult Investment:** Give adults the opportunity to invest their time and energy in building relationships with the children in our church family.

## YOUTH MINISTRY.

Our youth ministry has historically relied on volunteers and most recently (over the past decade or so) has been in partnership with one or both of our Mission Affinity Group churches (St. Giles and Community West).

## ADULT MINISTRY.

Opportunities for involvement arise organically as members feel led by the Spirit to initiate small groups or organize events and activities. Our members actively participate in a variety of ways, including:

**Small Groups** (for accountability and spiritual growth, including book and Bible studies)

**Men's and Women's Ministry Events** (including retreats and other gatherings)

**Service Opportunities** (including volunteering in the nursery, joining the missions committee, participating in local and global missions trips, serving on the worship team, assisting with church workdays, greeting newcomers, taking part in the prayer team, providing breakfasts to teachers at the nearby elementary school, providing meals to members in need, sponsoring refugee families and more)

We see the lives of our members as an extension of the church's ministry and view our church building as a hub for community outreach as well. We share our building with other local ministries, furthering our impact in the community.

## MISSIONS.

Our church presently supports twenty different missionaries and ministries. These range from YWAM and Cru (locally and abroad), to ministries focused on addiction recovery, healthcare, supporting biological mothers with children in foster care, and inner-city educational programs. We also support a Maasai child in Tanzania, ensuring she receives education in a safe and secure environment.

**Our missions budget comprises 18 to 19 percent of our overall yearly church budget. This does not include additional special offerings such as:**

**The Widows and Orphans in Arusha, Tanzania:** Supported every Christmas.

**Back-to-School Materials and Christmas Store:** Provided for inner-city families living in government housing.

**Short-Term Mission Trips:** Provided for various members of our congregation who participate in short-term trips.



# Lead Pastor

Approved 10-09-2024

## POSITION DESCRIPTION

**Overview:** First and foremost, we seek a Pastor who is spiritually mature, aware of their own brokenness, and who deeply understands the Gospel message and the unwavering love of Christ in their life. We desire someone who can minister with humility and an abundance of grace, embracing the theological and cultural diversity of our congregation as a reflection of the kingdom of God. Additionally, we seek a Pastor who is open to the work of the Holy Spirit, actively listening for God's voice through Scripture, prayer, and fellowship with other believers. Finally, we are seeking a gifted preacher and teacher of the Word, consistently able to lead people to the Cross and convey the story of God's redemptive love through Christ as revealed in Scripture.

## GENERAL REQUIREMENTS:

As an employee of Christ Presbyterian Church, the person holding this position is expected to:

- Affirm the inerrant Word of God and be a believer in Jesus Christ, having received Him as Savior and Lord.
- Affirm the Trinity consisting of God the Father, the Son and the Holy Spirit.
- Pursue a lifestyle that is consistent with Holy Scripture.
- Be an active supporter of the ECO mission for Christ Presbyterian to be a flourishing church that makes disciples of Jesus Christ.

## CORE RESPONSIBILITIES:

The pastor is Christ's undershepherd in the congregation and along with the session's elders is responsible for leading and governing the congregation.

- Coordination of public worship
- Administer Baptism and the Lord's Supper.
- Teach and preach the Word.
- Explain the Gospel and invite people to a saving knowledge of Jesus Christ.
- Lead prayer and the confession of sin.
- Oversee and coordinate Sunday morning and special worship services.
- Coordinate pulpit supply as needed.

## SEEKING GOD

- Study the Word regularly.
- Pray daily.
- Seek and listen to godly counsel.

## BUILDING UP THE BODY OF CHRIST

- Encourage the integration of new covenant partners and regular attendees into appropriate activities at Christ Pres.
- Encourage covenant partners and regular attendees to respect and honor individuals with different talents and gifts.
- Encourage activities to foster fellowship among the flock at Christ Pres.

## **EQUIPPING THE SAINTS FOR THE WORK OF MINISTRY**

- Provide leadership, encouragement and prayer support for the individuals responsible for the church's Christian education and other programs.
- Maintain a close working relationship with church employees, elders, and deacons through effective communication, encouragement, and prayer support.
- Encourage individuals to use and develop their gifts for the building of the Kingdom of God.
- Assure that new believers are given adequate instruction and support.
- Arrange for special instruction and training in areas that would benefit the congregation and its ministry.

## **MINISTERING TO THE NEEDS OF INDIVIDUAL MEMBERS OF THE FLOCK**

- Pray for the members of the flock.
- Provide pastoral counseling or make appropriate referrals.
- Oversee lay counselors.
- Visit those with special needs.
- Work with the deacons and others as they minister to the sick and those who are in need or experiencing distress.
- Arrange for special instruction and training that will minister to the needs of the congregation.
- Perform weddings and funerals.

## **PARTICIPATING IN CHURCH GOVERNANCE**

- Partner with the elders in governing the congregation.

- Participate in Presbytery meetings.
- Moderate Session and congregational meetings or appoint a moderator pro tem.
- Administer church discipline in accordance with Session and denominational policies.

## **ENCOURAGING MINISTRY BEYOND THE CONFINES OF THE CONGREGATION**

- Pray for the ECO.
- Pray for missionaries and ministry partners.
- Encourage and support other pastors and complementary ministries.

## **ENGAGING IN SELF-CARE ACTIVITIES THAT PROVIDE FOR GROWTH SPIRITUALLY, PSYCHOLOGICALLY, RELATIONALLY, AND EDUCATIONALLY**

- Arrange for supply preaching for up to approximately 20% of Sundays to allow personal time to function optimally.
- Plan and engage in regular sabbaticals when it fits life circumstances at least every ten years.
- Delegate stressful duties that may be competently performed by others within the congregation.
- Seek support within the congregation, among pastors in the Mission Affinity Group, and among other pastors and people who can provide personal and professional support.
- Take advantage of approved continuing education activities that are funded by the church to remain current in pastoral and theological knowledge and skills.
- Be a part of a Pastor Covenant Group as required by ECO.



**Full-time Commitment:** Without the express consent of the Session, the pastor shall not commit to significant outside activities that might prevent fulfilling these core responsibilities.

**Accountability:** Accountable to the Presbytery and the Session through the appointed members of the Personnel Committee.

**Compensation:** Compensation for our Lead Pastor is competitive and aligned with the salary and housing allowances for churches of similar size, as outlined in the [2023 ECO Church Salary & Sabbatical Report](#). The overall compensation package will reflect the financial realities of our congregation and our commitment to supporting and caring for the needs of our pastoral leadership. It will also take into account the pastor's experience, along with regional and national cost-of-living considerations.

**Please direct any questions to [ChristPresPNC@gmail.com](mailto:ChristPresPNC@gmail.com).**

**If you are interested in this position, please submit your application [here](#).  
You will be asked to include the following:**

■ **Cover letter briefly sharing the following about yourself:**

- An introduction to yourself, including your background and testimony as to why you are in ministry today
- A brief description of what attracts you to the Pastor position at Christ Presbyterian Church
- List of references

■ **Resume**

■ **Link to video/audio recording(s) of sermon(s)**



# CHRIST PRESBYTERIAN CHURCH

🌐 [christpresva.com](http://christpresva.com) ✉ [cpcrva@gmail.com](mailto:cpcrva@gmail.com)  
📞 (804) 282-4872 📱 @christpresva

📺 [livestreaming Sundays](https://www.youtube.com/@christpresva/streams)  
[youtube.com/@christpresva/streams](https://www.youtube.com/@christpresva/streams)

2508 Dickens Road, Richmond, VA 23230

know the love | grow the love | show the love