



GRACE CHURCH
presbyterian

Lead Pastor Packet

Grace Church Presbyterian (PCA)

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Greetings!

We are excited you're considering using your pastoral gifts to shepherd us at Grace Church that we might advance the Lord's kingdom by bringing the Gospel to Fort Collins.

Grace was founded in 2004 as part of a larger effort of the Presbyterian Church in America (PCA) commitment to plant a number of new churches in key cities throughout the front range of Colorado. The hope was to plant churches that had an outward face to the city. The original intent was to be a church that if it ever had to close its doors the city might shed a tear because it had lost a community of Christians that loved the city. Grace became a particular church in 2010 and is now seeking our next Senior Pastor to lead us in bringing the Gospel to Colorado.

We are looking for a Senior Pastor that will help us fulfill the Great Commission by encouraging, training, and inspiring us to share the Gospel with Fort Collins. He'll do this with evangelistic fervor, Gospel-centered worship, hospitality, vision, and a servant's heart.

We are praying for you.

It is our hope this packet communicates who we are and who we're looking for with clarity and specificity.

We look forward to hearing from you!

Grace and peace,

The Pastoral Search Committee

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Rhythm of Life Together

Colorado

Colorado is among the most iconic states in the western US. The majestic Rockies, and fertile plains make Colorado a remarkable place to live, build relationships, and enjoy creation. There is an incredible variety of communities in Colorado ranging from traditional farming and immigrant communities to enclaves of some of the worlds wealthiest and most athletic. Some people come to Colorado to redefine themselves while others carry on decades of western history and tradition. Spiritually, roughly one in two people in Colorado believe in God but few are engaged in organized religion, many are functionally irreligious.

Fort Collins

Fort Collins is the fourth most populous city in Colorado. Situated on the Cache La Poudre River along the Colorado Front Range, Fort Collins is located 56 miles north of the Colorado State Capitol in Denver. Fort Collins is a midsize college town, home to Colorado State University and Front Range Community College's Larimer campus. The city population was 169,810 at the 2020 census, an increase of 17.94% since the 2010 census. Fort Collins' economy has a mix of manufacturing and service-related businesses. Fort Collins is materially quite wealthy with both high property values (\$367,900 median) and incomes. Roughly 80% of Fort Collins identifies as white, followed by latino (9%), and asian (3%).¹

Fort Collins manufacturing includes Woodward Governor, Anheuser-Busch, and Otterbox. Many high-tech companies have relocated to Fort Collins because of the resources of Colorado State University and its research facilities. Hewlett Packard, Intel, AMD, Broadcom, Beckman Coulter, Microsoft, Rubicon Water and Pelco all have offices in Fort Collins.²

Colorado State University has a significant influence on the culture of Fort Collins giving it a college town feel at the foot of the Rocky Mountains front range. Many in Fort Collins spend significant time outdoors in every season, skiing, biking, running, hiking, camping, and fishing.

Congregational life

Like many congregations over the past two years of COVID, Grace Church has struggled to maintain the rhythm of congregational life. Our small groups, Sunday worship, and children's ministry make up the most consistent aspects of our life together. Smaller outreach efforts include activities led by Grace groups in addition to community focused events such as Trunk or Treat, or volunteering at Christ Clinic. Because we were formed as a missional effort we have attracted a wide variety of people, perspectives, and preferences across the Christian tradition. We deeply desire to return to those missional roots as we grow in grace seeking to live out our reformed distinctives and engage unbelievers around us with the Gospel.

Sunday worship takes place in our historic sanctuary centrally located in a near downtown residential neighborhood of Fort Collins and is simulcast online. We work to balance tradition and liturgy with the warmth and distinctive casualness of a western college town. Our services seek a balance of worshipful and enriching liturgy, teaching, and music ensuring they are also approachable for newcomers and enriching for regular attenders.

¹ <https://datausa.io/profile/geo/fort-collins-co/>

² https://en.wikipedia.org/wiki/Fort_Collins,_Colorado



What we Believe

Beliefs

- The Bible is the inspired and complete Word of God, the only infallible rule of faith and practice.
- There is one God, eternal and self-existing in three persons (Father, Son and Holy Spirit) who are to be equally loved, honored, and adored.
- All mankind participated in Adam's fall from his original sinless state and is thus lost in sin and totally helpless.
- The Sovereign God, for no other reason than His own unfathomable love and mercy, has chosen lost sinners from every nation to be redeemed by the quickening power of the Holy Spirit and through the atoning death and resurrection of His son, Jesus Christ.
- Those sinners whom the Spirit quickens, come to believe in Christ as Savior by the Word of God, are born again, become sons of God, and will persevere to the end.
- Justification is by faith and through it the undeserving sinner is clothed with the righteousness of Christ.
- The goal of God's salvation in the life of the Christian is holiness, good works, and service for the glory of God.
- At death the Christian's soul passes immediately into the presence of God and the unbeliever's soul is eternally separated from God unto condemnation.
- Baptism is a sign of God's covenant and is properly administered to children of believers in their infancy as well as to those who come as adults to trust in Christ.
- Jesus Christ will return to earth, visibly and bodily, at a time when He is not expected, to consummate history and the eternal plan of God.
- The Gospel of God's salvation in Jesus Christ must be published to all the world as a witness before Jesus Christ returns.

Core Hopes

- That Christ will create us to be a new worshipping community that will experience the grace, joy and freedom of the gospel.
- That Christ will make us a loving and honest community in which sins are confessed, sinners are accepted and lives are changed through the power of the gospel.
- That Christ will make us a welcoming community, open to the skeptic, the seeker, the new convert and the struggling Christian.
- That Christ will make us a serving community that loves Fort Collins to the point of desiring real change through the ministries of word, justice and mercy. That He, in and through us, will meet real needs (spiritual, physical and social) and allow us to experience His life in our midst.
- That Christ will make us a growing community that establishes other churches in our state and region.
- That Christ will make us a mission-driven church for the world sending not only our money but also our people out from our midst.



Worship

We currently meet on Sunday mornings at 10:30 AM in our historic building in downtown Fort Collins. Worship follows a Presbyterian liturgical framework. Our worship weaves together the contemporary and the traditional making it both accessible to the unchurched and richly devotional for congregants.

The Culture of Grace Church

Grace maintains a unique blend of ancient and new, balancing reverence with Colorado's dynamic lifestyle.

Many elements of congregational life reflect that balance. At Grace you will find an historic church building, yet casual dress; and a blend of new and old music. Worship often features classical stringed instruments as a backdrop to skilled modern innovation and musical interpretation.

One element of our vision statement is unique: Love Life. This flows out of loving God and loving people. It is God's love and sharing that in community that gives true joy in life. It is part of our vision statement therefore to love living in Colorado. We strive to have parties and gatherings for our church family and our neighborhoods. We have regular outdoor picnics, go climbing and biking and skiing; and pursue participation in the rich Arts scene in Fort Collins -- all to the glory of God and for the good of our neighbor. We believe living a Gospel-saturated life of joy is a primary means of evangelism!

We strive to maintain an unapologetic emphasis on foundational Biblical beliefs, and to not give directives concerning politics. We are a community committed to leadership as we see modeled in the New Testament, and to reach our modern culture through those principles. Grace intentionally has women at the core of every ministry area. This includes ministry leadership roles and the role of Deaconess. You will also find many men in our children's ministry teaching Children's Church and serving in the Nursery. We maintain that a woman may participate in church life in any role that an unordained man may participate in.

We are broken and destitute sinners, living in the glorious and abundant beauty of Colorado. We believe that of ourselves we are deserving of nothing, yet receive everything from Christ. Grace strives to reflect Jesus and the unchanging good news of salvation, and live that out intentionally in our city.

When people enter our atmosphere, we want them to understand that they can "belong before they believe". That they can find friendship and gentle, listening ears. We want those who come into our community to know they are free to wrestle with Christ, the Church, and any teaching of Scripture without judgment. The people of Fort Collins are not unfamiliar with Christianity, rather they are nearly all post-Christian in their outlook. Fort Collins people describe the Church and its people as judgmental, superstitious, and detached from normal life which therefore makes Christianity 'not necessary'. Grace Church seeks to be a unique voice to those people about the grace, gentleness, beauty, wisdom, power, and truthfulness of Christ.

Grace Church History and Position Today

Grace began as a PCA missions church plant in 2004 and was particularized in 2010. Our experienced, lead founding pastor resigned in 2006. His well-loved, but younger founding partner was chosen to replace him as lead solo-pastor for our small, new church. He grew substantially in his new role, developing preaching skills and attracting new congregants.

We continued to meet in various rented spaces until we were able to acquire our present building in 2010 with the help of loans from other churches and gifts from outside supporting friends and congregants. All loans have been paid off and we now own the building free and clear. As Grace grew, our lead solo-pastor began to request, and need, another pastor to help him. We called Ryan Hughs in April 2018 as our

Associate Pastor to the team. A short time later, our long-time lead pastor resigned to pursue a career in the marketplace leaving Ryan as our only pastor. The church formally called Ryan as our lead solo-pastor in March 2020. The congregation loves him and his preaching.

Grace Church became inwardly focused during 2020 when the stress of COVID coupled with an unusually brutal election cycle. We had turmoil in the church body and a few loud voices left our congregation. Since then, many new members have joined, and we are regaining the natural harmony of our community.

The Current Pastoral Transition

In 2022, based solely on his personal evaluation of his own strengths, weaknesses and preferences, Pastor Ryan Hughs requested to move back to his prior role of serving on a Grace pastoral team and discontinue his role as lead pastor. He has graciously offered both to act as interim pastor until a new senior pastor is hired, and will move promptly to a position as Assistant Pastor to facilitate the Lead Pastor search.

Grace is blessed with significant financial reserves generated largely by one-time gifts, but our current monthly giving is able to support only one Pastor plus a small surplus. The Session is fully committed to a new Lead Pastor and using a portion of those reserves to support deficit spending during the transition.

Acknowledging this reality, Ryan has agreed to go bi-vocational, and is anticipating that upon the call of a new Lead Pastor, he will move to half-time. We pray that Grace's membership and giving levels will grow to both eliminate the deficit spending and allow us to return to two full-time pastors. The Session is committed to using a small fraction of our reserves to fund Ryan at half-time for up to two full years during that transition. The Session is adopting aggregate deficit spending limits and is committed to monitoring our financial progress and conducting a full review after 18 months. These metrics will be discussed with candidates at appropriate times in the application process.

Now we seek a leader who can strengthen our community, bringing new vision and hope to rally our community around our Vision and Mission so that Fort Collins might continue to hear and experience the transforming gospel of Christ.

Both Ryan and the Session believe that in a two-pastor structure, God will bless and enable this growth in the mission of His Church. This is a huge opportunity for the right leader to take a critical role. We have spiritual resources, human resources, and financial resources to make an impact in our community and world.



Our Vision

Our vision is to be an authentic community knowing and making known the love, hope, joy, and freedom of Jesus! An enduring community learning to love God, love people and love life.

This vision was developed as our mission church was formed and was intended to be Biblical, comprehensive, yet flexible as our congregation would develop and grow with the Lord's leading.

Loving God The foundations here are that we strive to love and worship God in spirit and truth with our whole hearts. Keys are our worship service, preaching of the Word, confession and renewal, prayer, hiding His Word in our hearts, individual and corporate discipleship, and obedience.

We, in particular, want to strengthen discipleship in our congregation.

Loving People

Out of a belief in the gospel, we are called to love others. As a community, we are to live out the gospel through truth, love, hospitality, and kindness. We are not solely about the individual, but the body. We move into, not out of, the city and the world. Through the gospel, God blesses and makes us a blessing. Christ meets our needs so that we may serve God and others!

We want to strengthen our fellowship within our Church in many forums, Grace Small Groups, discipleship and discipleship relationships, children's and youth ministries for all ages, and practical care for our people in need.

We want to strengthen our outreach and service in Fort Collins, partnering with others as appropriate, as well as our outreach nationally and internationally, including establishing missions' partnerships with selected churches and ministries.

Loving Life

Out of a belief in the gospel, we will passionately live out the gospel life where we live, work, and play. We are called to enter work by taking the "formless" and "raw" places of the world and cultivating them. We will celebrate what God has done in creation literally eating and drinking to the glory of God! There will be a sense of longing in our midst as we wait for the new heavens and the new earth.

Vision Development and Leadership

We are seeking a Senior Pastor to encourage, develop, exhort, focus, staff, and lead the congregation in a Godly pursuit of this vision. We believe God will bless in this, to lead Grace to be a more effective church in His kingdom, according to His will.

Our Leadership

Ruling elders:

- Bruce Jenkins
- Kevin Simmons
- Jonathan Hoppin

Teaching elders:

- Ryan Hughs

Diaconate:

- Sandy Cowan, Deaconess
- Ryan Jenkins, Deacon
- Richard Lebedda, Deacon
- Desiree Simmons, Deaconess

Ministry staff:

- Ryan Hughs - Pastor
- Dan Delaney - Worship and Arts Director
- Stephanie Mikkelsen - Administrator
- Michelle Hastings - Children's Ministry Coordinator

Preachers

- Jon Hoppin, Ruling Elder
- Christopher Stone, Congregant
- Mike Wenzler - RUF Area Coordinator
- Wes Calton - RUF CM at Colorado State University

Additionally, in the summer of 2021 Grace Church contracted with Flourish Coaching to take them through a Church Health Assessment process. This involved looking at Grace's overall spiritual health using surveys, interviews and synthesis and making immediate, short, and long term recommendations. Flourish continues to support Grace in their pastor search and transition efforts.

Pastoral Search Committee

Sandy Cowen



Bruce Jenkins



Trish Marston



Stephanie Mikkelsen



Josh Ooms



Josh VandenEnde



Lauren Wenzler



Who we need

Lead Pastor Role

The Lead Pastor of Grace Church serves as the moderator of the Session, leads in the shepherding of the hearts of the congregation, leads us forward in evangelizing the Fort Collins community, and supports Grace's core values and beliefs. The role of Lead Pastor includes the following:

Pastoral Qualifications

- Evidence of spiritual maturity and godly character – 1 Timothy 3: 1-7 and Titus 1: 5-9.
- A shepherd's heart; gentle and empathetic holding both truth and love together without compromising either.
- An emotionally intelligent leader able to formulate strategy and vision with great humility.
- Heartily agrees to and promotes the mission and vision of Grace Church.
- Models personal evangelism in word and deed and trains others in the same.
- Is excited to spend time with unbelievers and the congregation outside of Sunday worship.
- Has proven administrative gifts and experience.
- An experienced leader, able to both lead and develop leadership within the church, delegate and put trust in others to do the work of ministry.

Personal Qualifications

- Chief of Sinners: being the chief repentor in and on behalf of the congregation.
- Servant leader: serving rather than being served.
- Man of Prayer: in consistent conversation with the Lord in humble reliance on Him.
- Prioritization of marriage and family: serves his family as Christ serves the church.
- Passion for Ministry: energy and commitment to the work of the church.
- Missional: a deep heart for evangelism and discipleship.
- Gifted in teaching and preaching.
- Ordainable or ordained in the PCA.

Spiritual and Emotional health benefits

- Two days off a week.
- Four weeks of vacation.
- Two weeks of study leave.
- Preach 30-3 times per year (shared with the preaching team).
- Salary and benefits will be set and reviewed each year by Session.
- Planned sabbatical of three months after six years of ministry.

Worship and shepherding

- Study the Scriptures through the lens of the Gospel and covenant resulting in Spirit filled preaching.
- Preach out of brokenness, meekness, and humility while enjoying the Grace of the Gospel.
- Develop and shepherd our team of four preachers and train others in preaching as part of their leadership development.
- Serve alongside elders and deacons counseling and encouraging the congregation.
- Partner with a teaching elder to lead new members seminars.
- Lead Sunday worship liturgy, preaching, sacraments and delegate leadership to musicians, deacons, and elders.
- Establish and maintain regular office hours while flexing as needed to serve the congregation in times of need such as births, deaths, funerals, and hospitalizations.

Leadership development

- Setting and selling strategy for staff and congregation, recruiting leaders and individual volunteers, aligning people, delegating, and executing.
- Moderate session and congregational meetings.
- Meet with staff regularly to ensure accountability, exercise leadership, and reinforce Grace's vision.
- Develop the Elders and Deacons in discipleship and leadership.
- Develop and shepherd small ministry teams to lead and organize ministries, programs and new initiatives around the vision and mission of Grace.
- Supervise of staff and music, childrens, and other ministry teams.
- Oversee and supervise the administration team for the Church.
- Oversee the identification, training, vetting, voting on, and installation of elders and deacons (as well ordination of elders).
- Lead the organizational aspects of the church with accountability for all employees including duties such as hiring, leadership development, performance reviews, and dismissal (if needed).
- Attend a mission-oriented trip for one week per year with a current Grace missions partner; or to seek out new partners when desired by the Session. Note, this trip will be paid for by Grace and not counted against vacation time.
- Attend regional Presbytery when held and the PCA General Assembly annually.

Experience

The lead pastor will have at least five years of experience as a lead, associate, or assistant Pastor including intensive evangelism, collaboratively forming a vision, and leading a medium-sized church (sustained existence at 100 or above). He must have a commitment to the Reformed tradition. Personal experience with the western United States' culture, joys and challenges is required.

Applying

Questionnaire

We want to get to know you, your heart, and your life with Christ. In addition to your resume, PCA Ministerial Data Form, and cover letter please respond in no more than seven sentences to the following questions:

- Tell us who Christ is to you and what your relationship with him is like.
- Tell us how you would prepare us to share the Gospel with our neighbors and friends.
- How would you have shepherded Grace through 2021?
- Tell us the story of the last person you led to Christ including a timeline.
- How would you encourage a diversity of spiritual maturity at Grace?
- How have you developed relationships with individuals in your congregation in the past?
- How would you imagine implementing Grace's beliefs and values?

Application requirements

If you are interested in learning more about the Lead Pastor role or would like to provide your information for consideration, please send copies of the following documents in PDF format to pastoralsearch@gracefortcollins.org.

- Cover Letter
- Resume
- PCA Ministerial Data Form
- Completed, typed out responses to the questionnaire

Please use the following format to label all attachments: FirstnameLastname_Resume. Examples:

- JohnSmith_CoverLetter
- JohnSmith_Resume
- JohnSmith_MDF
- JohnSmith_Questionnaire

We are looking to begin receiving applications from candidates beginning the first week of July . We will receive and process applications on a rolling basis until the position is filled which we hope and pray will be by Fall of 2022.

Thank you for your interest in Grace. We look forward to hearing your heart for the Gospel and advancing God's kingdom and getting to know you better.

