

Church Profile and Information Packet for Senior Pastor Candidates



Who We Are

Alexandria Presbyterian Church (APC) is a **welcoming** community of believers, **rejoicing** in the gospel, **transformed** by its power, and **responding** with grateful hearts in service to our God and world. We long to taste the glory of God in such an astonishing way that the city of Alexandria will be drawn to the majesty and mercy of our great God. It is our desire that our worship will serve as an authentic model to our city of the possibilities for the transformation of individuals, families, and a city **encountering the glory and grace of God**.

We desire to build a community of disciples that are being **transformed by the gospel**. We strive to grow deeper in love with Jesus through **Spirit-empowered lives** marked by **faith** and **repentance**, and extending Christ's love to our neighbors as we serve our city and our world to the glory of God.

God is On the Move

We have been praying for revival and renewal in our church, and God is answering those prayers. This past year, we've been blessed to witness both adults and children commit their lives to Christ through conversion and baptism. Our hearts are being continuously transformed by the Holy Spirit and our membership is growing as well.

We are growing as a praying church and we are seeing the Holy Spirit stir a natural, organic passion for prayer within our congregation, proving that growth isn't just about numbers—it's about the power of the gospel at work every day of the week.

Vision 2026: Multiplying Kingdom Impact



The elders and leaders of APC prayed for more than a year to discern God's vision for APC that resulted in Vision 2026: Multiplying Kingdom Impact. We believe "Vision 2026: Multiplying Kingdom Impact" is God's vision for APC for the next year and beyond: to catalyze a culture of radical missional living to better serve our church, our city, and our world in the name of Christ. This includes sacrificial and generous stewardship and giving of our time, talent, treasure, and testimony.

This radical missional living includes funding a church plant for two years, hiring our Pastor of Church Planting and our Director of Women's Ministries, doubling the current operations budget for missions, and increasing support for various ministries, programs, outreach, and partnering.

The time, talent, and treasure of missional living have been punctuated by many testimonies of transformation: adults and children who have committed their lives to Jesus and been baptized, addictions overcome, and spiritual awakening.

“Attempt something so great for God that if He's not in it, it's doomed to fail.”

Culture of APC

Biblically-based

Everything we do has a biblical basis. We prioritize what the Bible prioritizes, keeping primary issues primary and letting secondary issues be secondary. We neither prohibit what is allowed by Scripture, nor allow what is prohibited by Scripture.

Prayer-led

Prayer is foundational to every ministry of the church. We seek to be led by the Lord, through prayer, in all that we do. Prayer is not merely preparation for the ministry, it is the ministry.

Spirit-filled

We depend on the Holy Spirit - His power, prompting, and leading. Rather than living out of self-reliance, we submit to and follow the leading of the Holy Spirit. It is this confidence in the Spirit's work that leads us to respond with our worship of and love for Him. Just as we do with the Father and the Son, we openly and frequently talk about the Holy Spirit, His work, and our need for Him. We learn how to listen to the Spirit, asking Him to fill us and transform us so that we might walk in the Spirit and bear fruit - responding with love for God and others.

Community-focused

APC is a welcoming community, with deep fellowship that supports, disciples, and encourages people no matter where they are in their spiritual journey. We strive to make sure every member is known, prayed for, and cared for through a variety of ministries such as shepherding groups, covenant fellowship groups, ministries specifically focused on men, women, children, teens, and young adults, and the diaconate's mercy ministry.

Service-rich

In service to our city and our world, all members of the body are integrated and needful. We all share and serve together, cultivating the fields God has given us to work.

Doctrine

The Bible is the inspired and inerrant 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.

Core Values of Ministry Leaders

Lead with prayer

Ministry is done prayerfully, humbly, and collaboratively. We listen to God and others and are humbly open to input. Ministry is a team sport, there are no lone rangers, and we work collaboratively in everything we do.

Delight, desperation, and duty

These motivate us, and each has its place.

God's delight – Not only does God love us, but He delights in us and His love compels and propels our actions.

Our own desperation – Our inability to change ourselves or others makes us desperate for God, so we seek Him, pray to Him, and study and meditate on His Word.

Our duty – The appropriate response to God’s grace and love toward us is to show love toward Him and others.

Character, competence, and confidence

These (in that order of importance) are the requirements of APC leaders including officers, staff, and lay ministry leaders.

Character – The heart, being transformed by the Spirit, is the most important thing we offer to God and others. Leaders must lead from humility.

Competence – Competence and giftedness are subordinate to character. Competence derives from gifts given by God, which are cultivated and used for His glory.

Confidence – Leaders must place their confidence not in themselves and their own work, plans, and desires, but in the finished work of Jesus on their behalf.

Vision comes to us from God

Vision is discerned only through prayer. We believe ministry flows from vision and resources follow ministry. This is how we budget, do ministry, and live life.

Structure of a Sunday

Sundays at APC are organized around three Key activities: **Key Worship, Key Community, and Key Equipping.**



Key Worship

Every Sunday at 8:15 a.m., we start with pre-worship prayer for our worship services. Led by our elders and open to anyone in the congregation, many come and participate, including children! Sunday mornings at APC are dedicated to Key Worship starting at 9 a.m. and 11 a.m. Our greeters and other teams meet every Sunday morning before serving to pray and prepare their hearts to meet each person with Christ's love.

We gather to worship God through prayer, singing, reading the Word, and hearing the Word preached. We also provide foreign language translation and assistive listening devices as needed. We can translate up to four languages and currently offer Spanish, French, and Farsi/Persian. After each service, members of the shepherding team are available to pray with anyone who wants to continue their worship through prayer. Weekly, about 500 adults gather to worship, along with about 40 children in children's church (5 years old – 2nd grade), and 40 children in the nursery (infant – 4 years old).

Key Community

Key Community is what we call the "second sacred hour" - gospel conversations continue (from the 'first sacred hour in worship'). God continues to speak when the Holy Spirit is at work in worship and He has more to say in our conversations with one another - listening and speaking with encouragement, deepening relationships, yes, but also the opportunity to go deeper with God and each other in community. It also allows a common time on Sunday for people attending either service to connect and keep us united as one church with two worship services, not two separate 9am and 11am congregations. It is part of practicing being a welcoming community of believers. This time is so much more than coffee and snacks and chit chat.

Key Equipping

During our Key Equipping time on Sunday evenings from 5–7 p.m., ministries are designed to equip all ages, from toddlers to seniors, to be disciples. A disciple is a follower and worshiper of Jesus. This is a life-long process of learning how to become more like our Lord. For the adults, we offer the choice of a foundational track (Walking in the Spirit, Systematic Theology, or Evangelism), a Biblical track (studying a book of the Bible), or topical study (marriage and parenting classes). This is also the time when junior and high school youth (PROTAS) and children 2 years old-5th grade (Covenant Kids) meet to learn God's Word and be equipped in community. Nursery is available to our children under 2 years old. We offer a fall semester and a spring semester class and take a break during the summer from key equipping and offer Vacation Bible School. Between Covenant Kids, PROTAS, and the adult classes offered, there are about 200 people participating in Key Equipping each week.

Ministries at APC

- Covenant Fellowship Groups (CFGs) – small group ministry
- Covenant Kids – for children infant through 5th grade
- Evangelism and Outreach
- Equipping (see above)
- Hospitality – fostering fellowship between services, all-church dinners, event hosting, coordinating meals for families in need
- Intercessory Prayer Team – group of members who pray weekly for needs within the church
- International Outreach – welcoming attendees from various cultures, providing access to Spanish translation for worship and other languages using an innovative app. We also offer a monthly worship service entirely in Spanish.
- Koinonia – 20s and 30s ministry (singles and couples)
- Leadership Development
- Lay Counseling – confidentially comes alongside members for biblical care and counseling
- Men's Ministry – encouraging one another to glorify God in all areas of life
- Mercy Ministry – addressing physical and spiritual needs within our congregation
- Missions - local and international partners, sending to the field and on ministry trips
- Music Ministry – adult and children's choirs, worship, and tech teams
- Prayer – regular prayer meetings, led by elders, to pray for our church, city, and world
- PROTAS - for youth in 6th – 12th grade
- Seniors Ministry - relationship with Lincolnia Senior Center, offering an abbreviated worship service to those who cannot be there in person, special events, and pet visits
- Shepherding Ministry – shepherding elders and lay leaders pray and care for the physical and spiritual needs of our church family

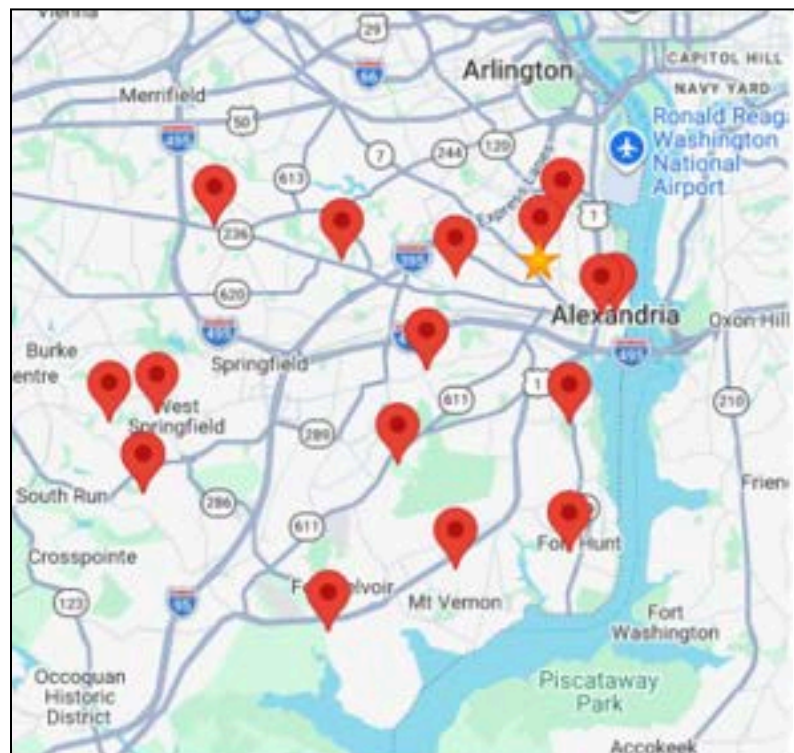
- Women's Ministry – equipping women to become passionate followers of Christ

Missions

Engagement in Missions is an integral part of the life and ministry of Alexandria Presbyterian Church. Within the first year of APC's founding, the congregation began supporting a missionary family serving abroad. That commitment to support those in the mission field has deepened over the years through steady financial support, regular communication and prayer with over 20 missionaries, locally and around the world. APC values its deep relationships with God's people, who are strengthening the spiritual leaders of national congregations and presenting the gospel abroad, including in restricted regions. At home, APC supports local ministries that focus on sharing the gospel and demonstrating hope and love to some of the most vulnerable in society. You will find many of our members supporting our partners in the city with their time, talent and treasure to bring hope and renewal to the city of Alexandria and the Northern VA region. We deeply value our partnerships with those who have been sent out from us or established relationships with us.

Covenant Fellowship Groups

It is our desire that everyone in our congregation is a part of a Covenant Fellowship Group (CFG). Our CFGs are a reflection of our APC mission in a small group context where we don't do the gospel in general but work out the implications of the gospel in our daily lives. We gather in a gospel-centered community, seeking to provide 'front-line pastoral care' as we fellowship and grow in our faith in close proximity with brothers and sisters from APC. We extend the invitation to others to join us in experiencing the life-changing power of the gospel. Here is a map of where our CFGs meet.



We also offer an online virtual community for those interested.

What We Love about Our Region

Our region is home to the seat of the United States government, multiple military bases, think tanks, and industry. Although there is a high turnover rate at our church, especially among our military members, many families choose assignments in this region to be able to return to APC.

Many languages and cultures are also represented at our church, including Spanish, French, Farsi, Amharic, to name a few.

Alexandria & Mount Vernon

- Historic Old Town (dates back to 1749): Cobblestone streets, boutique shopping, waterfront, parades, and the Torpedo Factory Art Center.
- Farmers Markets: Old Town Alexandria, Mount Vernon, and Del Ray
- Mount Vernon: George Washington's estate, farm, and museum.
- Outdoors: Scenic riverside dining, George Washington Memorial Parkway (25 miles of parkland along the Potomac River with miles of bike trails).

Washington, DC & Georgetown

- National Mall and Memorial Parks, The U.S. Capitol Visitor Center, Smithsonian museums, The White House, and National Zoo.
- Georgetown: Historic charm, upscale shopping, art and theater venues, and waterfront activities.

Arlington & Military Community

- Landmarks: Arlington National Cemetery, The Pentagon, US Marine Corps War Memorial (Iwo Jima)
- Fort Belvoir: A major hub supporting over 216,000 military members and families.

Education & Culture

- Christian, private and public elementary, middle, and high schools. Our local public schools are ranked some of the best in the nation.
- Higher Ed: A premier region with 42 colleges and universities.
- Dining: A world-class culinary scene ranges from international fine dining to local cuisine.
- Homemade desserts (ice cream parlors, pastries from different cultures) and a host of coffee shops and espresso bars.
- A vital aspect of our region's unique identity is its vibrant professional sports landscape. Our region proudly hosts a diverse array of esteemed teams, from baseball

(Nationals, Orioles) and basketball/hockey (Capitals, Mystics, Wizards) to football (Commanders, Ravens) and soccer (D.C. United).

Leadership and Staff



We are led by gospel-believing team members who are passionate to see the people in our church and city grow in the knowledge and grace of God. Some are full-time (FT) and others are part-time (PT).

Tom Holliday, *Senior Pastor (FT)*

Josh Diack, *Associate Pastor of Congregational Life and Missions (FT)*

Joel Acevedo, *Assistant Pastor of International Outreach and Mercy (FT)*

Matt Roberts, *Assistant Pastor of Church Planting (FT)*

Mike Powell, *Pastoral Associate (PT)*

Director of Youth - *vacant position (FT)*

Shannon Allen, *Director of Women's Ministries (PT)*

Nick Carter, *Operations Manager (FT)*

Matt Coombs, *Executive Director of Ministries (FT)*

Phoebe Drybola, *Communications Manager (PT)*

Ben Elliott, *Director of Music Ministries (FT)*

Erin Furgerson, *Director of Children's Ministries (PT)*

Stephanie Olsen, *Nursery Assistant (PT)*

Amanda Petelik, *Congregational Care & Safety Policy Monitor (PT)*

Lisa Popadich, *Ministry Administrative Assistant (PT)*

Bailey Rolland, *Church Administrator (FT)*

Andrea Romyn, *Hospitality Coordinator (PT)*

APC Session, Deacons, and Deaconesses

Session:

Teaching Elders:

Tom Holliday, Senior Pastor
Josh Diack, Associate Pastor

Ruling Elders:

Mark Adams
Marc Allen
Didier Balagizi
Matt Brown
Matt Coombs
Brian Field
Rob Fisher
Ryan Furgerson
Aaron Renenger
Bryant Streett
Chris Weld

Deacons:

Alex Bolling
Christian Brittle
Brian Oviatt
Jim Taft

Deaconesses:*

Emily Kinch
Patricia Kodjo
Eleanor Nagy
Margie Williams

** Deaconesses are not officers of the church and, as such, are not subjects for ordination. They are appointed by the Session to assist the work of the Deacons, in accordance with BCO 9-7.*



Ministry Leadership Retreat, November 2025

By the Numbers

Membership Statistics (as of December 31, 2025)

Total Membership – 695

Total Communicant members – 504

Total non-communicant members – 191

Attendance Statistics (as of December 31, 2025)

Average Sunday worship attendance – 497

Average Covenant Fellowship Group (small group) attendance – 218

Average Key Equipping (Sunday School) attendance – 223

Financial Statistics FY 2024/25 (July 1 to June 30)

Total Church Income: \$3,995,107

General Assembly/Presbytery: \$73,996

Local Ministries: \$44,208

Mercy Ministries: \$135,833

Missions (local and international): \$220,568

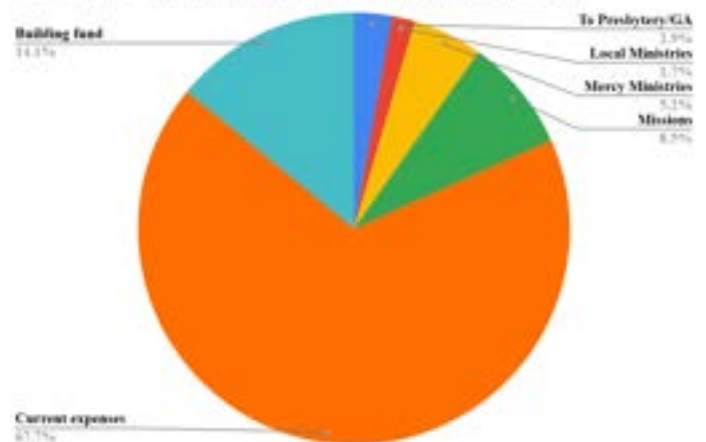
Current Expenses: \$1,756,064

Building Fund*: \$1,827,205

(Remaining mortgage: \$4,537,762)

*We include our annual mortgage payments for our building and the payoff of our smaller building loan in June 2025 in the “building fund” number. Mortgage payments for that year were \$364,900. Smaller loan payoff was \$1,462,305.

APC Financial Statistics FY 2024/25 (July 1 to June 30)



APC Giving (FY2019/20 to FY2024/25)



More Information

Our Website: <https://alexandriapres.org/>

Our YouTube channel: <https://www.youtube.com/@AlexandriaPresbyterianChurch>

Interested in applying to this position? Please send your current CV and the PCA Administrative Committee's Ministerial Data Form (see link or QR code below for modified version specific for Alexandria Presbyterian Church) to the Pulpit Nominating Committee email address: apply@alexandriapres.org.

[Modified Ministerial Data Form](#)



ALEXANDRIA PRESBYTERIAN CHURCH
STAFF POSITION DESCRIPTION



Title: Senior Pastor

Context: Alexandria Presbyterian Church (APC) is a growing and increasingly diverse church in Alexandria, Virginia just outside Washington, D.C. Celebrating its 40th anniversary this year, APC completed its own building in 2022 and now has two Sunday morning worship services, an additional monthly Spanish-language service, and almost 700 members (including approximately 200 non-communicant members). In 2025, APC launched “Vision 2026,” an initiative to catalyze a culture of radical missional living to better serve our church, our city, and our world in the name of Christ, including planting a daughter church in 2027. The current Senior Pastor, who will be stepping down after more than 35 years in this role, works alongside eleven ruling elders, the Associate Pastor of Congregational Life and Missions, the Assistant Pastor of International Outreach and Mercy, the Assistant Pastor of Church Planting, the diaconate, and thirteen staff.

Position Summary: APC seeks a Senior Pastor who is filled with the Holy Spirit and who will walk alongside the Session to discern God’s vision for APC, leading humbly, prayerfully, and collaboratively. The Senior Pastor will serve as the primary spiritual leader of the congregation, with responsibility for preaching and teaching the gospel of Jesus Christ, shepherding the church in accordance with the Scriptures, and directing the growth and alignment of APC’s ministries. The Senior Pastor will work with church officers and staff to nurture the spiritual growth of the congregation, train and equip the saints for kingdom service, and uphold the purity and peace of the church.

Ministry Focus and Primary Responsibilities

- I. Preaching and Teaching: The Senior Pastor will have the primary responsibility for preaching and teaching the gospel. Includes:
 - A. Faithfully preaching Scripture as the inerrant Word of God in a clear, compelling, and accessible manner, guided by the power of the Holy Spirit (1 Cor. 2:4-5). Sermons should engage the intellect, stir the heart, and both comfort and challenge the congregation. Will preach approximately 35-40 weeks per year.
 - B. Faithfully teaching God’s Word in the varied settings and to the various demographics at APC, with a heart for the spiritual growth and maturity of all listeners. May include new member classes, ministry leadership training, adult Sunday school, communicants class, and discipleship programs.
- II. Worship: The Senior Pastor will seek the leading of the Holy Spirit to focus all elements of the worship service on the glory of God. Includes:
 - A. Working collaboratively with staff to plan, design, and organize all elements of the worship service, including prayer, Scripture reading, confession, singing, preaching of the Word, and administration of the sacraments.
 - B. Administering the sacraments of baptism and the Lord’s Supper as well as leading special worship services (e.g., Good Friday and Christmas season services).
- III. Shepherding and Pastoral Care: The Senior Pastor will care for the spiritual well-being of the congregation, calling the flock into greater intimacy with Jesus. Includes:

ALEXANDRIA PRESBYTERIAN CHURCH
STAFF POSITION DESCRIPTION



- A. Leading church officers, staff, and lay leaders in cultivating a culture of shepherding care, prayer, and service at APC.
 - B. Pursuing and engaging the congregation on a personal level, including through counseling, encouragement, and admonishment where appropriate.
 - C. Handling conflict in a manner that emphasizes truth, reconciliation, and the peace and purity of the church. Leading in church discipline cases.
 - D. Providing other forms of pastoral care to the congregation (e.g., visitation, funerals, weddings, etc.), along with officers and staff, as appropriate.
- IV. Leadership and Vision: Led by the Holy Spirit, the Senior Pastor will work humbly, prayerfully, and collaboratively with the Session to discern God's vision for APC and to lead the church and its ministries in fulfilling APC's mission. Includes:
- A. Mentoring and discipling APC officers and staff, and identifying, equipping, and mentoring lay leaders to serve and carry out the ministries of the church. Leading annual ministry leadership retreat for vision casting, training, and equipping.
 - B. Serving as moderator of the Session, presiding over its meetings and ensuring prayerful deliberation and decision-making. Leading, supervising, supporting, and evaluating APC staff, as appropriate in accordance with the APC Personnel Manual.
 - C. Actively participating in presbytery and denomination meetings and initiatives. Partnering with area churches, where appropriate, to further gospel impact.
- V. Evangelism: The Senior Pastor will rely on the power of the Holy Spirit to call sinners to repentance in all his duties. Includes:
- A. Preaching and teaching Scripture with the aim to convert sinners inside and outside of the church.
 - B. Pursuing individuals who have not made a credible confession of faith in Jesus Christ.
 - C. Fostering a missions-focused culture at APC with a heart for the lost in Alexandria and the world.

Qualifications and Characteristics

I. Qualifications

- A. A man who is or will be ordained by presbytery as a teaching elder in the Presbyterian Church in America (PCA), with a preferred minimum of 10 years in pastoral ministry in a church of similar size to APC.
- B. Passionately loves Jesus Christ, as revealed through personal worship and prayer, humble obedience to God's will, and a Spirit-filled life (Philippians 3:8-12).
- C. Demonstrates a deep love for shepherding Christ's church and His people (John 10, Acts 20:28-31).
- D. Exhibits godly character and satisfies the qualifications set forth in 1 Timothy 3:1-7.
- E. Lives a life of repentance and faithfulness, with marked growth in the grace of Jesus Christ over time, which shows its reflection in all his relationships.

ALEXANDRIA PRESBYTERIAN CHURCH
STAFF POSITION DESCRIPTION



- F. Leads humbly, prayerfully, and collaboratively in gospel ministry. Knows that prayer is not preparation for work but the work itself. Proactively communicates with the Session, staff, and the congregation.
- G. Effectively builds and leads gospel teams. Identifies and develops the gifts and talents of APC officers, staff, lay leaders, and members.

II. Other Characteristics

- A. Is humble, teachable, and self-aware. Knows his strengths and weaknesses.
- B. Is curious about, pursues, and engages others. Exhibits relational warmth and approachability.
- C. Has led people to Christ and has a passion for seeing souls saved.
- D. Handles sensitive matters in the strictest confidence and biblically resolves conflict.
- E. Consistently demonstrates honesty and moral integrity in both public ministry and private life.

Accountability Structure: The Senior Pastor is under the oversight of, and accountable to, the APC congregation, Session, and the Potomac Presbytery. He is subject to and shall comply with the APC Personnel Manual.

Compensation: This position is full-time (including Sunday activities) and includes a generous benefits package.

To apply for this position, please send your current CV and completed PCA Administrative Committee's Ministerial Data Form (see link or QR code below for modified version specific for Alexandria Presbyterian Church) to the Pulpit Nominating Committee email address:

apply@alexandriapres.org.

[Modified Ministerial Data Form](#)



**Modified Version of PCA Ministerial Data Form
 Alexandria Presbyterian Church
 1300 Braddock Rd, Alexandria, VA
 Email: apply@alexandriapres.org**

MINISTERIAL DATA FORM

PART I -- BASIC DATA

1. FULL NAME _____ DATE COMPLETED _____
2. HOME ADDRESS _____ TELEPHONE _____
- CITY _____ STATE _____ ZIP _____
- EMAIL _____
3. ORDINATION: Date _____ By _____ (Presbytery, Denomination or Church)
- If not ordained, are you under care of presbytery (Yes or no)? _____ Name of Presbytery: _____
4. CURRENT MEMBERSHIP _____
5. EDUCATION: Name of Each Institution Attended _____ Degree _____ Yr. Grad. _____
- (a) College: _____
- (b) Seminary: _____
- (c) Graduate Training: _____
- (d) Other Professional School: _____
- (e) Special Training: _____

6. EXPERIENCE: Please list ministry experience. Then **check no more than three (3)** primary types of pastoral ministry you used for each position. If not ordained, list ministry related experience.

Check no more than three (3) for each position listed.

a. Current or most recent:

(Church, Field or Ministry)	(City & State)	(Presbytery)	(Position)	(Dates)
___ Preaching	___ Teaching	___ Evangelism	___ Discipleship	___ Worship Leadership
___ Team Work	___ Counseling	___ Youth Work	___ Leadership Training	___ Church Administration
___ Christian Education	___ Singles Ministry	___ Stewardship	___ Diaconal Ministry	___ Ministry to Seniors
___ Pastoral Visitation	___ Community Service	___ College & Career Ministry		

b.

(Church, Field or Ministry)	(City & State)	(Presbytery)	(Position)	(Dates)
___ Preaching	___ Teaching	___ Evangelism	___ Discipleship	___ Worship Leadership
___ Team Work	___ Counseling	___ Youth Work	___ Leadership Training	___ Church Administration
___ Christian Education	___ Singles Ministry	___ Stewardship	___ Diaconal Ministry	___ Ministry to Seniors
___ Pastoral Visitation	___ Community Service	___ College & Career Ministry		

TO WHOM IT MAY CONCERN:
 PLEASE NOTE: It would be appreciated if you would treat this Ministerial Data Form in a confidential manner. We hope you will assist us in avoiding embarrassment to the minister who submitted this Form and thereby shows his desire to cooperate in the program of our Church.

c.

(Church, Field or Ministry)	(City & State)	(Presbytery)	(Position)	(Dates)
___ Preaching	___ Teaching	___ Evangelism	___ Discipleship	___ Worship Leadership
___ Team Work	___ Counseling	___ Youth Work	___ Leadership Training	___ Church Administration
___ Christian Education	___ Singles Ministry	___ Stewardship	___ Diaconal Ministry	___ Ministry to Seniors
___ Pastoral Visitation	___ Community Service	___ College & Career Ministry		

d.

(Church, Field or Ministry)	(City & State)	(Presbytery)	(Position)	(Dates)
___ Preaching	___ Teaching	___ Evangelism	___ Discipleship	___ Worship Leadership
___ Team Work	___ Counseling	___ Youth Work	___ Leadership Training	___ Church Administration
___ Christian Education	___ Singles Ministry	___ Stewardship	___ Diaconal Ministry	___ Ministry to Seniors
___ Pastoral Visitation	___ Community Service	___ College & Career Ministry		

e.

(Church, Field or Ministry)	(City & State)	(Presbytery)	(Position)	(Dates)
___ Preaching	___ Teaching	___ Evangelism	___ Discipleship	___ Worship Leadership
___ Team Work	___ Counseling	___ Youth Work	___ Leadership Training	___ Church Administration
___ Christian Education	___ Singles Ministry	___ Stewardship	___ Diaconal Ministry	___ Ministry to Seniors
___ Pastoral Visitation	___ Community Service	___ College & Career Ministry		

f. **Other Experience** -- Professional, Business or other experience that contributes to your use in the Ministry?

Please check **no more than three (3)** primary types of experience you acquired in your professional, business or other secular experience that will contribute to your use in Ministry:

___ Teaching ___ Evangelism ___ Team Work ___ Counseling ___ Youth Work

___ Leadership Training ___ Administration ___ Services to Seniors ___ Community Service

___ Services to College or Young Career ages Other experience (specify): _____

7. PLACE OF BIRTH: _____ DATE OF BIRTH: _____

8. MARITAL STATUS

(a) Single ___; Married ___; Remarried ___; Widowed ___

(b) Wife's Full Name _____

Date of Marriage _____

(c) Have you ever been divorced? (If so, please state the circumstances below, including the attitude of your Presbytery at this time.) _____

(d) Children:

Names

Ages

Names

Ages

(e) Other Dependents:

9. PLEASE BE SPECIFIC IN ANSWERING THE FOLLOWING:

(a) Why are you interested in applying for this position at Alexandria Presbyterian Church?

(b) If you are not now a member of the Presbyterian Church in America, do you intend to support and be active in the denomination? _____

(c) Are you in agreement with the system of doctrine, discipline and government of the Presbyterian Church in America?

Yes _____ No _____ If "No", please explain briefly. _____

PART II -- PASTORAL ACTIVITIES

A. I would be more comfortable in a congregation that placed the priorities on my ministry the following way: Of the twenty activities below, **check six (6) activities only.**

CHECK NO MORE THAN SIX (6)

1. ___ WORSHIP LEADERSHIP: Pastor and Session work to develop a rich worship life, educating the congregation for meaningful participation.
2. ___ PROCLAMATION OF THE WORD: The word of God is preached with urgency and conviction, bringing it to bear on the changing needs of individuals, the community, and the world. High priority of pastor's time placed on sermon preparation.
3. ___ SPIRITUAL DEVELOPMENT OF MEMBERS: Pastor shares members' struggles regarding the Christian faith, with opportunity provided for individuals and groups to reflect on beliefs, concerns, doubts regarding Christian understanding of the spiritual dimensions of life.
4. ___ CONGREGATIONAL VISITATION: Church officers and pastor develop and carry out a systematic plan for visitation of the entire congregation with special attention to prospective members and those with special needs.
5. ___ HOSPITAL OR EMERGENCY VISITATION: Those in hospitals or emergency situations are regularly visited; network developed to keep pastor and others informed of crisis situations; needs of ill or bereaved are met.
6. ___ CONGREGATIONAL FELLOWSHIP: Emphasis placed in developing fellowship, helping members to know one another; groups encouraged which give members the opportunity to love and support one another.
7. ___ COUNSELING SERVICE: A counseling program initiated for assisting those in and outside the Church; appropriate referrals made when needed.
8. ___ EVANGELISM: Pastor and congregation share faith in Christ as personal Savior in total lifestyle; seek to lead others within and outside the Church to accept Jesus Christ; congregation is informed, trained, helped to establish effective evangelism programs for the church.
9. ___ DISCIPLESHIP TRAINING
10. ___ ENCOURAGING THE MINISTRY OF THE LAITY: Creative ideas and directions developed together with the Session; many persons with appropriate skills stimulated to become involved in services.
11. ___ MISSION BEYOND THE LOCAL COMMUNITY: Awareness of the Church's worldwide mission and opportunities for corporate and individual involvement; specific projects identified: persons challenged to support, study and/or visit mission programs on six continents.
12. ___ DEVELOPMENT AND SUPPORT OF EDUCATION AND TRAINING PROGRAM: Session and pastor identify the educational needs of persons of all ages and backgrounds, developing programs to meet needs; church education supported; educational goals are congruent with the total mission of the Church.
13. ___ TEACHING RESPONSIBILITY: Pastor accepts an active teaching role, interpreting and teaching the Scriptures, theological concepts, history of the Church and current events; provides instruction for Church Officers; educational leaders, and confirms new members.
14. ___ INVOLVEMENT IN LOCAL COMMUNITY PROBLEMS AND ACTIVITIES: Concern for identifying social problems in the community; work done with groups seeking solutions. Time and skills committed to community groups. Information and encouragement provided which enable members to become informed and involved.
15. ___ CONGREGATIONAL COMMUNICATION: Two-way communication encouraged, information gathered and

shared that will assist problem solving and decision making; varying opinions elicited and all encouraged to listen to opposing points of view.

16. ADMINISTRATIVE LEADERSHIP: Pastor accepts appropriate administrative responsibilities, in climate of delegated tasks and shared leadership; volunteers and professional staff encouraged to use their ideas and skills. Work done on developing accountability.
17. STEWARDSHIP AND COMMITMENT PROGRAMS: Session and pastor develop a planned stewardship education program to communicate the financial needs of the local church and mission beyond the local church; congregation challenged to commitment to Church's work.
18. EVALUATION OF PROGRAM AND STAFF: Systematic procedures used to evaluate programs and staff performance in accord with goals and objectives. Others trained to use these skills. Regular assessment and evaluation.
19. CONGREGATIONAL AND DENOMINATIONAL RESPONSIBILITY: Value placed on balance between local church and Assembly responsibilities. Congregation and Session know and are involved in the work of the denomination.
20. DIACONAL MINISTRIES: Ministering to the needs of those inside and outside of the Church.

B. I WOULD BE MORE COMFORTABLE IN MINISTRY WHERE THESE GIFTS **ARE NOT** UTILIZED: Check as many as necessary, indicating areas of ministry gifts that you prefer to **not utilize**.

Preaching Teaching Evangelism Discipleship Worship Leadership
 Team Work Counseling Youth Work Leadership Training Church Administration
 Christian Education Singles Ministry Stewardship Diaconal Ministry Ministry to Seniors
 Pastoral Visitation Community Service College & Career Ministry

C. PHILOSOPHY OF MINISTRY: Please summarize your philosophy of ministry.

PART III -- PERSONAL VIEWS AND PRACTICES

Please state briefly (one or two sentences) your personal views and practices using the following outline. Attach additional pages if necessary. On a separate page give a brief account of your conversion and Christian testimony.

A. Theological Conviction -- Brief Statement

View of Scripture

World and Life View

Trinity

Person and Work of Christ

Justification

Sanctification (View of Law)

Covenant Theology

Covenant Baptism

Covenant of Works and Grace

Dispensationalism

Five Points of Calvinism

Gifts of the Spirit

Evangelism

Church Discipline

Personal Prayer and Devotional Life

Personal Views on Smoking

Use of Alcohol

B. Personal Practices

Indicate approximately how much time (per day or per week) you spend on each of the following:

1. Devotional Life
2. Place of Family
3. Sermon Preparation
4. Hobbies and Recreation
5. Pastoral Work
6. Community Activities
7. Church Administration
8. Other studies
9. Social Media

On another page, give your weekly schedule.

C. Miscellaneous (Use a separate page if necessary.)

Recent continuing education

Awards

Published writing

Special evangelism training

Key experience in ministry

Future goals