

POTOMAC HILLS PRESBYTERIAN CHURCH

SENIOR PASTOR PACKET

*We are committed to seeing lives changed
By the Gospel of God's Grace,
For the Glory of God.*



Potomac Hills
Presbyterian Church, PCA

Leesburg, VA
potomachills.org

Letter of Introduction

Thank you for prayerfully considering a home with us at Potomac Hills Presbyterian Church (PHPC)!

We rejoice over God's faithfulness to us as our Senior Pastor of 30 years approaches his retirement. We also joyfully anticipate God's continued faithfulness through our next Senior Pastor.

Our Session has led our congregation into this transitional time with serious prayer, thoughtfulness, and intentionality. As you review our Senior Pastor and Church Profiles in the pages ahead, please know that our congregation is praying for you, that you would be filled with wisdom and discernment as to the Lord's next steps in your ministry. Please do not hesitate to reach out with questions!

May the Lord bless your faithful pursuit of the knowledge of His will,

George Eichert
Chair, PHPC Pastoral Search Committee
psc@potomachills.org





Congregation

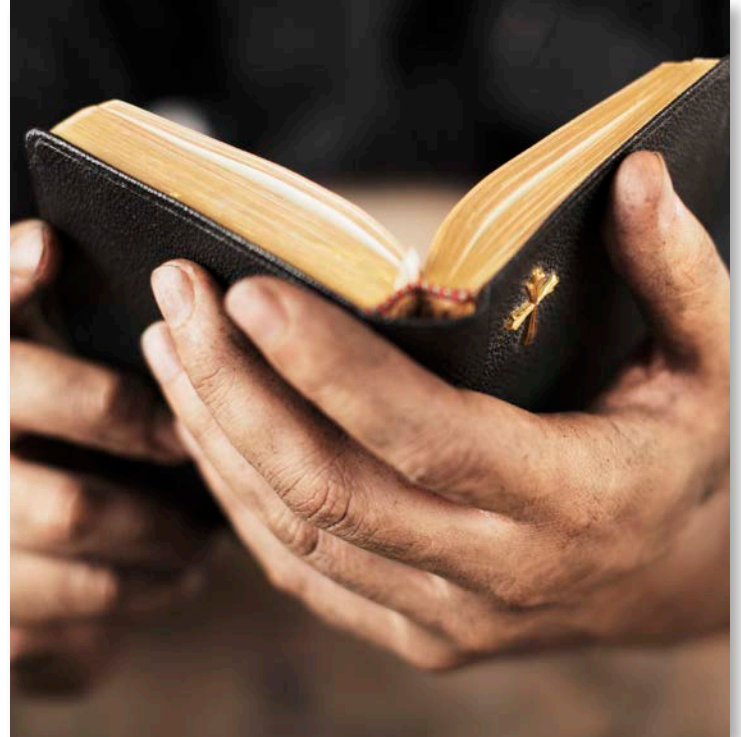
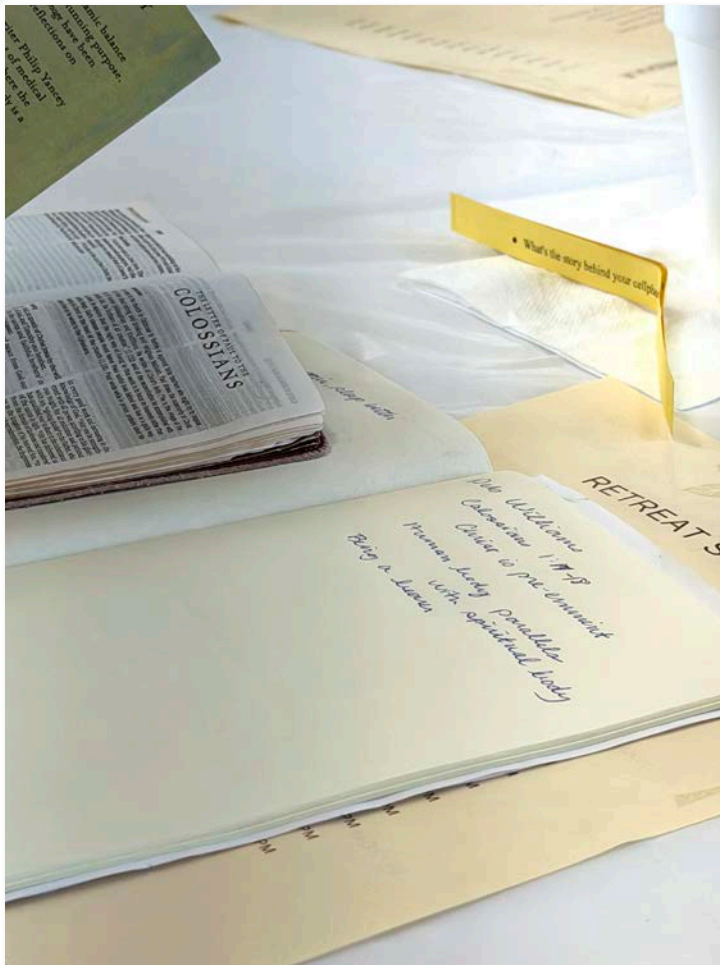
The congregation's three predominant features are a love of God, a love of His Word, and a love of each other. We long to know the Word of God, to serve the community and each other, and join in worship. Members consider the congregation family with many having worshiped here for years. We are delighted to welcome visitors and new members to the church and current members share that they felt drawn to this body because of the initial and sustained warm welcome. A thread of shared history is woven from our still-serving founding family through to our newest members. The constant presence of faithful and authentic relationships throughout the congregation is one of its greatest assets.



"I've grown the most through steady expository preaching that keeps Christ at the center, the weekly confession and assurance that root us in grace, and the thoughtful way we approach the sacraments. These practices have deeply shaped my spiritual life and the culture of our church."

History

Potomac Hills Presbyterian Church began in a living room in 1990, organized as a church plant in 1992, and was officially particularized as a PCA church in 1994. The church has grown steadily and has benefited from the leadership of a faithful Senior Pastor for the past 30 years. Potomac Hills is a loving and welcoming congregation of committed believers who rely on the grace of God for their salvation and sanctification, are founded on the truths of the Bible, and love God! While we are a congregation made of fully acknowledged sinners, we continually seek to repent to God and reconcile with each other.



Pastors

The organizing pastor of Potomac Hills served for three years, departing shortly after the particularization of the church. After a lengthy search, the church called Rev. David Silvernail, who began his ministry here in January of 1997 and is now planning to retire at the end of 2026. The church has been ministered to by several assistant and associate pastors over the years. Rev. Frank Wang was called to serve as the assistant pastor in 2016. He became the associate pastor in 2022 and continues to feel called to minister to our youth and families.

"They have always been there for the members of my family and me whenever we needed them; we always felt heard and cared for when we brought an issue to their attention and never felt like we were bothering or inconveniencing them."



Worship

The gospel-rich worship at Potomac Hills seeks first to honor God. The service is conducted with an intentional liturgy designed to thoughtfully guide the church body through the various dimensions of corporate worship. Our corporate prayer includes petitions as well as confession. We join together to sing a blend of theologically rich classic hymns and contemporary music, in which the congregation participates earnestly and joyfully. The Lord's Supper is celebrated once a month followed by a cherished time of prayer with an elder or deacon over each family. This is a highly valued time of prayer and spiritual care.

"The exegetical preaching of God's word that continually points me to the character of God, the need for my repentance, and the incredible gift of God's grace is essential for calling me back into the grace of God every week."



Staff & Leadership

Potomac Hills has strong ordained and lay leadership. Stepping up and stepping in is a strength of this body. The church staff is comprised of a Senior Pastor, an Associate Pastor, and a part-time Church Administrator. Additionally, we have a part-time Director and Assistant Director of Music.

Our session serves the congregation both relationally and through preaching, teaching, shepherding, and other aspects of church life. Our diaconate is active and deeply caring. Both our Elders and our Deacons are seen regularly when leading the worship service; our congregation knows, appreciates, and

respects them. The Deacons are assisted by Diaconal Assistants, a mix of thoughtful women and men, who together blanket the congregation and community with God's merciful care.

Alongside those, we have various Ministry Directors leading and coordinating life in the church. There are numerous unofficial leaders who carry the inevitable unseen load of communal life. Finally, our Church Administrator has faithfully served the church for years and provides much of the glue that holds the organization and communication life of the Church together.



"I have been blessed by the consistent prayers for church members and elders alike, the deacons have provided support for my physical needs on multiple occasions, and I could not begin to number all the little and big ways members of the church have provided for my physical, emotional, and spiritual needs. From meals to moves to mental health care, the church has stepped in over and over again to show the love of Christ to me."

Current Attendance and Giving

As a congregation of the Presbyterian Church in America, Potomac Hills has 173 members as of July 1, 2026, with 196 people in total attendance (members plus regular attenders). The average attendance on any given Sunday is 145 people, of which 60 are children and teens. We have a 2026 budget of \$586,000 with an average weekly giving YTD 2026 of \$10,692. Approximately 10% of the budget is designated for missions.

Potomac Hills has emphasized fiscal responsibility and faithful stewardship such that we operate each year within the annual budget and have substantial savings to provide for financial resiliency.

173

Total Membership

*Current Members,
Adults and Children*

145

Attendance

Average Worship Attendance

196

Affiliated

*Number of people who call
PHPC their home (members
and regular attenders)*

60

Families

Number of Family Units

5

Elders

Current Ruling Elders

6

Deacons

Current Deacons

7

Diaconal Assistants

Lay assistants to the Deacons

4

Staff

*Associate Pastor, Administrator,
and Worship Leaders*

\$586,000

Giving

Projected for 2026

Ministries

In order to grow in grace, use our spiritual gifts, and bless others, Potomac Hills ministers within the body of believers as well as to the greater community and the world. The discipleship of our own church members is facilitated through a variety of Bible Studies, Small Groups, Community Groups, Prayer Groups, and five different annual retreats (officers, men, women, high school, and middle school). Children's Sunday School, Adult Sunday School, and Youth Group are well attended.



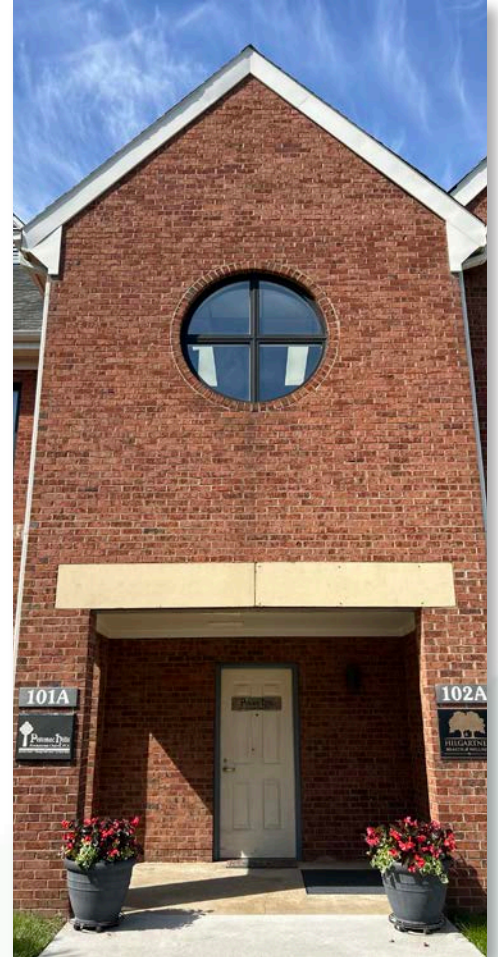
Members of our church support or volunteer for a variety of ministries in Leesburg and Loudoun County including ministries to the poor, language learners, crisis pregnancies, nursing home residents, and foster care support. A highlight of our community outreach is the biannual free clothing and toy giveaway. Starting last summer, we joined with another local church to run a Nature Camp, similar to a VBS. We also send a group

from our congregation on a Mission Trip in the summer, support short-term medical missions, and support a variety of church planters, RUF campus ministers, and MTW missionaries worldwide.



"Being given opportunities to serve and sometimes leading has helped me grow. My joy group has been the most consistent source of spiritual encouragement."





Facilities

Potomac Hills worships weekly at a local public middle school. We utilize classrooms for Sunday School, Nursery, and Children's Church. The auditorium is used for the Worship Service, and we have quarterly fellowship lunches in the cafeteria. While we worship in a rented space, we have used this building for 27 years and have a longstanding presence in the community. The church owns an office which has a conference room and four staff offices. The office is used for a variety of activities such as prayer groups, officer meetings, and music practice. The church rents a community clubhouse for youth group each week.





Location

Potomac Hills is privileged to be located in historic Leesburg, Virginia, a beautiful suburb forty miles west of Washington, DC, a world-class city offering the finest in arts, culture, entertainment, professional sports, and the beauty and history of the nation's capital. Situated in Loudoun County, one of the fastest-growing counties in the country, Leesburg offers a unique blend of 18th-century historic charm and modern suburban growth. Furthermore, it is an excellent place to raise a family, with outstanding educational opportunities and convenient access to all that the Washington metropolitan area provides. The region also offers abundant recreational and historical attractions, including the Blue Ridge Mountains, coastal beaches, and numerous Civil War battlefields and historic sites.

We minister in a highly educated and diverse community where many residents work in fields such as Information Technology, Education, National Intelligence, Government Service, Contracting, and Consulting. While





the county is quite affluent, the rapid growth of the area has brought the full spectrum of socio-economic diversity to this area. In Loudoun County, we have blue collar workers and independent, intellectual professionals working and living side-by-side, and as a result, there is a mix of lifestyles that make this area a true melting pot. From a myriad of wineries to venues for the arts, there really is something for everyone. Yet despite the area's overall prosperity and professional success, there remains a profound need for the Gospel to be proclaimed and lived out among people who often prize self-sufficiency. Surveys estimate that fewer than 10% of Loudoun County residents are actively involved in a local church.



"When I bring friends to church, they often comment on how loving our church feels."

Strategy for Moving Forward

We conducted a church-wide survey and multiple group discussions in preparation for the pastoral transition. Our congregation is eager to see what the Lord has for us in this next chapter. Some of the possibilities our members indicated interest in exploring are finding a permanent space to worship and host community events, along with additional opportunities for adult education, expansion of the men's ministry, and more local outreach.



“Community groups are far and away the most impactful ministry I’ve participated in. Having a group of believers who know me well, pray with me and for me, and regularly share lives with me is a huge part of my Christian walk. They are the first people I turn to when I’m in need and when I am rejoicing.”





Conclusion

Potomac Hills Presbyterian Church is a vibrant congregation that loves to live with Jesus and each other. Mirroring our greater Washington, DC location, our congregation has a unique dynamic of stable long-time congregants and transitory ones.

We have deep gratitude to God for the work He has done in and for Potomac Hills Presbyterian Church by bringing Dr. Silvernail to lead us, and yet equally, we greatly anticipate what God will have for us in the upcoming chapter. The congregation, our Session, and our Associate Pastor are eager to welcome and support our next Senior Pastor and are excited to see the ways he will bring his vision and gifts to serve the Lord with us.



“Our pastors, session, deacons, and congregation have always been there to meet us in hard places to pray for us and care for us. They have come to the hospital to visit, come to our home to pray, helped us move, prayed us through prodigal children, showed up with meals, supported me as a mother and my husband as a father.”



Senior Pastor Profile

Overview

The Senior Pastor will shepherd and lead the flock of Potomac Hills Presbyterian Church in the love and grace of Jesus Christ. He will serve as a warm and approachable shepherd with a deep love for the flock, caring for the congregation through regular pastoral visitation, prayer, and biblical counsel. As a spiritual leader, he will faithfully guard our doctrinal integrity through expository, Christ-centered preaching that points the church to the transforming power of the gospel of Jesus Christ. As part of his ministry, he will also disciple current leadership, as well as identify, disciple, and develop future leadership. The Senior Pastor must be firmly and joyfully subscribed to Reformed Theology and the Westminster Confession of Faith and Catechisms.



"I love the Bible-based expository teaching and the heartfelt Elder-led prayers. The time for confession is also very well done and quite meaningful. Communion is my favorite part — it is so lovely to receive the elements from an Elder and then be prayed over, and I love to watch the Elders and deacons take communion together — it makes me feel safe at the church knowing that they're so united in Christ."

Personality & Leadership

- Strong preaching and teaching ability and is committed to expository Christ-centered preaching and teaching.
 - Love for people, shepherding, and demonstrates genuine care for his people.
 - Collaborative, decisive leader who can delegate wisely and will work collegially with our Associate Pastor, elders and deacons and be engaged with the congregation.
 - Balance between being a strategic big thinker and attending to tactical details. Highly organized and forward thinking, with a strong inclination toward planning, prioritization, and structured execution.
 - Mature in Christ, beyond reproach, humble, high integrity and honesty, approachable, warm and a good listener.
 - Demonstrates courage in leadership and conflict while pursuing peace, unity and reconciliation with humility and patience.
 - Interpersonally engaged and energetic, able to equip and encourage the congregation in community outreach while faithfully caring for and teaching the church
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- "It is Christ-centered. The word is preached faithfully, truthfully, and without apology. The communion service is spiritually sweet."*
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Personal Profile

- Demonstrates pastoral maturity (e.g. seasoned), experience, and emotional resilience appropriate to the role of Senior Pastor.
- Brings energy and enthusiasm and has the potential to lead the congregation for many years.
- Has at least five years of experience as an Associate, RUF, or Senior Pastor.
- Willing to live in or near Leesburg, Virginia and understands the challenges of living in Northern Virginia. If married, the family should be supportive of living and ministering in Northern Virginia.



“So many people in this church actually give up their time — or their spouses’ time — to serve others out of love for Jesus. It doesn’t get any better than that.”



General Responsibilities

1. Preaching, Teaching, and Worship

- Plan and oversee the worship services which reflect reverence, joy and give glory to God.
- Fulfill primary preaching responsibilities (35-40 times per year) while sharing preaching responsibilities with other pastors and elders.
- Exhibit preaching and teaching ability that includes faithful biblical exegesis and memorable personal and corporate application of God's Word with enthusiasm, excitement, and passion.
- Take an active role in teaching adult Sunday School and identify and train staff, officers, ministry leaders, and other teachers.

2. Leadership

- Communicate the ministries and direction of the church to the staff, church officers, and the congregation through sermons, sermon applications, and ministry opportunities
- Oversee and encourage staff and ministry leaders.
- Plan and lead periodic meetings that update the congregation and gain support for existing and new ministry endeavors and discuss the ministries and direction of the church.

3. Shepherding and Visitation

- Shepherd elders, deacons and their families.
- Serve as a mentor and advisor to ministry teams (women's, men's, children's, youth, etc.) equipping leaders through

consultation, support, encouragement, and ongoing pastoral guidance.

- Shepherd the congregation through regular pastoral care, including visitation, counseling, and prayer.
- Provide biblical counsel during times of crisis, uncertainty, suffering, and major life transitions.

4. Spiritual Growth and Accountability

- Be available to team leaders and Bible Study leaders and offer coaching.
- Confirm that the ministries and programs of the church are supporting the discipleship ministries of the church.
- Encourage and provide opportunities for prayer, individually as well as corporately, through prayer meetings and developing Prayer Teams.
- Exercise loving oversight, including correction and church discipline when needed, with the goal of restoration.

Summary: The Senior Pastor will provide leadership across the life and ministry of the church, with primary focus on preaching, teaching, gathering, group leadership, and the training of officers and volunteers. We seek a pastor who is spiritually grounded and forward-looking, able to coordinate ministry efforts, faithfully uphold doctrinal and confessional commitments, and communicate clearly with the congregation as we work to proclaim God's Word.

Salary

Total compensation will be based on experience, family need, and the cost of living in the Leesburg area. Compensation to include salary and housing allowance, health/life /disability insurance, social security and

retirement benefits, vacation and study leave, and ministry expenses. A six-month sabbatical will be scheduled after seven years of service.

Application Requirements

1. An Introductory Letter stating your interests and qualifications, including a self-assessment of your “fit” for this position.
2. A Two to Three Page Personal Biography (including your testimony and call to ministry).
3. A Professional Resume listing your education, experience, and related activities.
4. PCA Ministerial Data Form (to request a copy of the MDF, please email pastorsearch@pcanet.org)
5. Links to three sermons preached by the applicant.

Please return the above documents to the Pastoral Search Committee at:
psc@potomachills.org

A complete Background Check is required for this position.



Thank you for your interest in Potomac Hills Presbyterian Church. We look forward to hearing your story and exploring God’s plans for you and your possible relationship with our church family. May the Lord grant you wisdom as you seek His face in this discernment process.

“When I first came to Potomac Hills with little ones, I wouldn’t have made it through those years without Bible Studies and other Women’s ministry opportunities.”
