



# ASSOCIATE PASTOR SEARCH

[www.heritage-pca.org](http://www.heritage-pca.org)



## Welcome!

Thank you for your interest in the Associate Pastor position at our church, Heritage PCA! Heritage is in an exciting season of growth and vitality, and we are looking forward to what God will do in the coming months and years. We believe that hiring an additional pastor is an important next step in ministering to our local congregation and community.

Our goal with this packet is to provide you with an introduction to Heritage and our town, Warrenton, VA. Also included is the Associate Pastor job description and, at the end, information about how to apply. More than anything, we want this information to be an invitation to further conversation.

Dan Warne  
Lead Pastor

# A CHURCH DEEPLY ROOTED IN JESUS





# OUR CHURCH

Heritage Presbyterian Church (est. 1986) in Warrenton, VA, is a **growing and revitalized church** with 200 members (+60 members over the past three years). The atmosphere of our congregation is comfortable and welcoming, and we enjoy being with one another. We gather for worship Sunday mornings, followed by Sunday School for ages pre-school to adult (spring/fall). Our liturgy is relatively traditional Presbyterian/Reformed, and various portions of the service are led in French, Spanish, and English, the three languages represented in our congregation. A weekly “children’s sermon” precedes the morning sermon and families worship together (nursery is provided from birth to age three). Music consists of a variety of hymns and contemporary songs, and we observe Communion weekly.



Sunday School is well attended, with a large wave of children coming through the elementary school ages. Our growing Youth Group (Grades 6-12) is currently led by a ruling elder and volunteer team, with an expected 30 youth in attendance this fall. We are engaged in the community and with one another through community groups, men’s and women’s bible studies, a monthly dinner at a local family shelter, bi-weekly Kids Club, a monthly fellowship luncheon, summer ultimate frisbee in the park, our yearly “Men’s Pig Roast,” and spontaneous meetups.



The Session consists of Lead Pastor Dan Warne and seven ruling elders. There are four men in the Diaconate and four in training. Financially, the church owns its facility outright and carries no long-term debt. Congregational giving consistently meets budgeted needs. This has enabled substantial, sustained investment in missionary support, which is an enduring passion of the congregation. **Heritage is generous with and supportive of its pastors. We are committed to providing a call package that will allow our Associate Pastor to labor faithfully and fruitfully at Heritage during his tenure.**

# OUR TOWN



Warrenton is a quintessential small town and delightful to live in. Nestled in the Virginia woods, deer grazing in yards and birds singing in the trees are to be expected. Spring flowers and fall colors are majestic. Local lakes, rivers and hiking trails, with Shenandoah National Park just 30 miles to the west, make for an outdoorsman's dream. Just 45 miles east lies multicultural Washington, D.C., with its rich history, vibrant food scene, and performing arts.



In Warrenton proper, the walkability, quaint shops, Warrenton Farmers Market, and historic charm draw people to gathering in Historic Downtown. Numerous wineries and breweries are found along scenic drives. Warrenton restaurants open up onto Main Street in the summer, creating a place for the community to come together. Most day-to-day needs can be met at one of the five grocery stores in town. A 15-20 minute drive to Haymarket and Gainesville opens up more options.



Fauquier County, at the foothills of the Blue Ridge Mountains, is known for rural preservation and equestrian sports. The Appalachian Trail clips the north-west corner of the county. Most of us work in Northern Virginia, about 25 miles from Warrenton. Fauquier County has become a sought-after location with a rich quality of life compared to the high population areas of Northern Virginia.

# OUR VISION

**HERITAGE PRESBYTERIAN CHURCH SEEKS TO BE A CHURCH DEEPLY ROOTED IN JESUS, BEARING THE FRUIT OF THE SPIRIT TOGETHER FOR THE GLORY OF GOD AND THE GOOD OF ALL, FOR THE GENERATIONS TO COME.**



# OUR MISSION

## WORSHIP (CELEBRATING GRACE)

When we meet to worship God, because of Christ, in and through the Holy Spirit, we believe that God's people receive his grace through the gracious means he has appointed. These ordinary means of grace are the reading and preaching of the Word, the sacraments of Baptism and the Lord's Supper, and prayer. God is glorified when we come to worship acknowledging our need for God's grace, and respond together to the grace God gives with grateful praise.

## COMMUNITY (NURTURING GROWTH)

The Bible calls the Church "the household of God" (1 Timothy 3:15). At Heritage, we are invested in one another because we belong to this local expression of God's family. As we grow together as disciples who enjoy one another and value the truth that unites us, speaking truth to one another in love, and exercising our spiritual gifts for the good of our brothers and sisters, we bear witness to the Holy Spirit at work within us. It brings God glory when believers dwell in unity and grow together in the grace and knowledge of our Savior, Jesus, passing the faith down through the generations.

## MERCY (LOVING NEIGHBORS)

Our Savior mercifully came down from heaven and stepped into our world of problems and concerns to save us from sin and death. This fills our hearts with gratitude for his mercy and compels us to show mercy to those suffering and in need. As the Holy Spirit conforms us to the image of the Son, we bear fruit that shows up in loving our neighbors as ourselves. As Heritage obeys God by loving our neighbors, both those within the household of faith and those still lost in their sin, we bear witness to the greater mercy of the gospel and gain avenues to proclaim the good news beyond our church.

## MISSION (PRAYING, SENDING, GOING)

As Heritage engages with the community at our doorstep and in the world beyond Warrenton, we want to be a praying people, looking to Jesus for how he would have us reach others near and far with the love of Christ and the good news of his grace. We pray about our place in God's local and global mission with hearts open to how he leads us to send and to go. As we pray, send, and go, locally and globally, we fulfill the Great Commission to see the full number of God's family brought in by faith to experience the fullness of God in Jesus.

# OUR OPPORTUNITIES

The Associate Pastor will serve as a “**pastoral generalist**,” laboring among us as part of a collaborative team led by our Lead Pastor. In addition to general pastoral duties, the Associate Pastor will be given ownership of **one or more areas of ministry focus**. We list some of our current areas of need and opportunity below. However, *opportunities are not limited to these areas*. Assigned areas of ministry focus will take into account the incoming Associate Pastor’s gifts and experience.

## YOUTH AND FAMILY

There are ample opportunities for a man with a heart to walk with and encourage our growing number youth and young families as they learn to live deeply rooted in Jesus!

## MUSIC LEADERSHIP

A growing number of vocalists and musicians faithfully serve leading music for Sunday morning worship and other occasional gatherings. Someone with musical gifts and a desire to cultivate and provide leadership to our music ministry would be an incredible blessing to our church.

## OUTREACH AND EVANGELISM

We long to see men, women and children come to faith in Jesus as we show his love in our community through acts of mercy in order to open avenues for proclaiming the gospel. A man with experience and a passion for this area of ministry would be a welcome addition to the team!



# ASSOCIATE PASTOR JOB DESCRIPTION HERITAGE PRESBYTERIAN CHURCH

**Position Title:** Associate Pastor

**Reports To:** Lead Pastor

**FLSA Status:** Exempt

**Salary:** 125k+ (total package), commensurate with experience and cost of living

## OVERVIEW

The Associate Pastor is a full-time pastoral position at Heritage Presbyterian Church. The Associate Pastor, under the oversight of the Lead Pastor, is meant to be a “pastoral generalist.” That is, he is intended to be a full participant in all aspects of pastoral ministry in the church.

As a minister of Word and Sacrament, the Associate Pastor will be engaged weekly in leading Lord’s Day worship. The Associate Pastor will also assist in support of the Diaconate, Staff, Ministry Coordinators, and Committees. In addition to the general pastoral duties of a pastor called by the congregation, the Associate Pastor will take oversight of ministry focus areas. **These focus areas will be assigned according to the gifts and experiences of the Associate Pastor and the current needs of the church.**

Mentorship and growth opportunities beyond engagement with the Lead Pastor and Session will be provided. The Associate Pastor is expected to be engaged as a churchman in Potomac Presbytery and at General Assembly.

## REPORTING

The Associate Pastor reports directly to the Lead Pastor, who will supervise and provide guidance in day-to-day responsibilities. The Associate Pastor is a member of the Session and is expected to attend and participate in all Session meetings.

## GENERAL PASTORAL DUTIES

### Worship (Celebrating Grace)

- Assist in preparing the weekly liturgy.
- Lead Prayer of Adoration, Confession of Sin, and Assurance of Pardon upon request.
- Preach, on average, every 6-8 weeks and as requested (Goal: 12 sermons per year).
- Participate in administering the sacraments.

### Community (Nurturing Growth)

- Pray for the congregation and assist with pastoral visitation and shepherding.
- Practice hospitality and build relationships with HPC members and visitors.
- Develop HPC Discipleship Program with the Lead Pastor and Session.
- Teach in a variety of Christian education and discipleship contexts.



## **Mercy (Loving Neighbors)**

- Pray for HPC efforts to love our neighbors as ourselves in Warrenton and Fauquier County.
- Build relationships within the community that open avenues for the gospel.
- Support and suggest local mercy ministries that further HPC mission and vision.
- Assist Lead Pastor in providing feedback and support to the Diaconate.

## **Mission (Praying, Sending, Going)**

- Pray for and support members sharing the gospel in various callings and contexts.
- Cultivate a heart for local and global missions within our congregation.
- Participate as requested in Missions Trips and efforts of the Missions Committee.
- Show hospitality and encouragement to visiting HPC supported missionaries.

## **ADDITIONAL EXPECTATIONS**

### **Denominational Involvement**

- Pray for and pursue the peace and purity of the PCA.
- Attend all meetings of Potomac Presbytery and General Assembly.
- Serve, as able, on committees of Presbytery and General Assembly.
- Maintain awareness of the major issues facing the PCA.

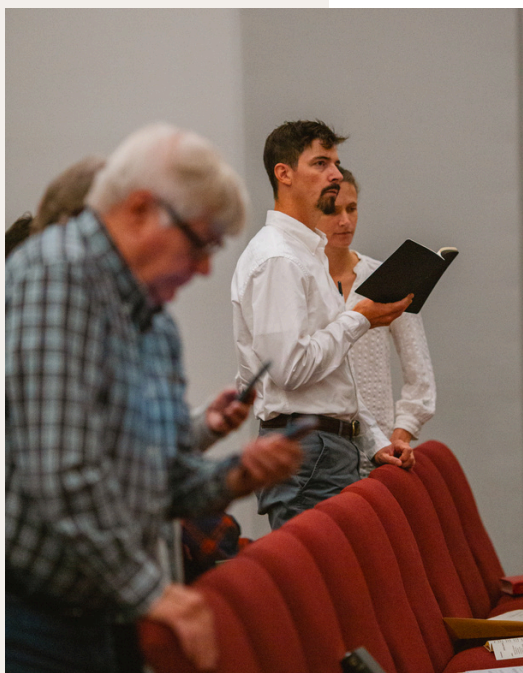
### **Pastoral Sustainability**

- Meet weekly with the Lead Pastor for prayer, fellowship, and ministry collaboration.
- Give ongoing attention to family life and physical health. Any financial need for personal or family counseling will be offset by HPC.
- Receive mentoring and ministry counsel beyond the Lead Pastor and Session:
  - The Session will engage a CMM “Gospel Coach” for all pastoral staff.
  - The Associate Pastor is encouraged to participate in a formal pastoral peers group for support and encouragement (the Session is open to offsetting the costs of such involvement).
  - Attend Twin Lakes Fellowship pastoral retreat as able yearly with the Lead Pastor (cost covered by HPC).
  - Engage in regular study—formal or informal—outside of ministry responsibilities. Heritage will provide the Associate Pastor with one week of study leave (in addition to 4 weeks vacation) and is open to offsetting costs of formal education programs.

And any other duties needed to support the congregation and ministries of HPC.



# SEARCH PROCESS



Our search process is focused on building relationships with candidates. We are not looking for the most impressive, experienced, or gifted candidate; rather, **we are looking for the candidate with whom we connect most deeply and whom we believe will connect most readily with the congregation.**



An ideal candidate will have two or more years of ordained or relevant experience, and desire to serve in a relational and collaborative pastoral team model, where mutual fellowship and accountability characterizes relationships among the pastors and elders.

## HOW TO APPLY

Once again, thank you for your interest! To start a conversation about this call, please email the following to the Search Committee ([search@heritage-pca.org](mailto:search@heritage-pca.org)):

1. A cover letter introducing yourself and, if applicable, your family, describing your interest in the position at Heritage.
2. A resumé outlining your pastoral (and/or other professional) experience and education.
3. A link to two recent sermons (since regular preaching will be part of this position). Videos welcome.

If we are interested, we will contact you to continue the conversation. If you have any questions about the position, Heritage, or Warrenton, please don't hesitate to reach out to us!



Warmly in Christ,  
HPC Associate Pastor Search Committee



# SEARCH COMMITTEE



Pastor Dan Warne (Lead Pastor, M.Div., Westminster Seminary California) and his wife, Mariana, have two little girls, Sophia and Piper. Dan grew up on the mission field in Mexico, and Mariana is from Mexico. Before Heritage, he served as a radio host to Cuba and pastor in SoCal. Dan enjoys fishing, missions trips, and exploring the international food scene in NoVa.



Katie Hutchison and her husband, Matthew (Heritage RE), have three grown daughters and have called Heritage their church home for over 30 years. She is a mostly-retired teacher, now substituting, and serves on our missions committee. Katie likes spending time with interesting people, making and eating good food, and reading well-written books.



John Orr and his wife Lisa have been at Heritage since the early days. He served for a number of years as a faithful ruling elder at Heritage, and is employed by the Virginia Department of Transportation. A well-read Virginia native who has lived in neighboring Culpeper County for 40 years, John is a wealth of knowledge about all things Virginia.



Heidi Hollis and her husband, Mark, have been at Heritage since 2007. They have four grown children; two still call Heritage home. Heidi is a realtor and serves as our Sunday School Coordinator, and her husband Mark has long been involved in our bi-weekly Kids Club as the "Captain of Fun."



Alden Fahy (diaconal candidate) and his wife, Emily, are long-time members of Heritage with their four children. Their son Joshua plays violin on the music team. Alden helps federal employees write clearly, and heads up our "Tuesday Morning Men's Theology" at the local Chick-fil-A.



Laura Crigler and her husband, Scott (diaconal candidate), have two young daughters, Rosalie and Rachel. Laura hails from Wichita, KS, is a pediatric nurse, a homeschool mom, and a self-proclaimed theology nerd. She is thrilled about seeing the Lord build his church at Heritage.